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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

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Copyright legislation disappears

In spite of a long-term promise to introduce the second part of its copyright legislation, it now appears that the government of Canada will further delay such enactment. In October 1989 the government informed the House of Commons that it would introduce the second part of the legislation in the new year. The new year is now well advanced and nothing has come forward. Word from the Department of Communications, the department, with its Minister Mr. Masse, responsible for the legislation, indicates that there will be no legislation until next year.

This leaves academics, who are major users of copyright material as well as major producers of it, in limbo. *When the process which* led to the present legislation started, there was wide consultation and a good deal of optimism that reforms of the legislation, that had been on the statute books for more that half a century, would be valuable.

CAUT took part in the process of consultation, and expressed its willingness to support part 1 of the legislation on condition that part 2 be quickly submitted to parliament. In general terms part 1 protects the producers of copyright material and part 2 provides the framework for using such material and the protections and allowances that users are granted. The users in educational settings, and libraries as users, were to be governed by part 2. What has now happened is that these users of material have been left in limbo.

One example of this is the plight of scientific researchers in Canada compared with those in the United States, the United Kingdom and Australia. In the US researchers have the legal right to make one copy of an article for the purpose of research. That is not so in Canada; although it is probably the case that many academics proceed as if it were. They are not legally protected when they do so.

Recently a bill was introduced by Senator Marsden on the subject of copyright. One of the intentions of that process was to draw the attention of all legislators to the difficulties created by the current legislative position.

There is a clear need for part 2 of the legislation to be enacted as quickly as possible. The whole of the educational system, school, colleges and universities, should be provided with legal protection so that the task of education may be facilitated without seriously infringing the protection copyright gives to the producer.

There are currently negotiations taking place in some provinces between the Ministry of Education and CANCOPY, to provide an agreement within which the educational system could operate. If these are brought to fruition it will probably lead to a piecemeal arrangement across the country.

Part 2 should also provide protection for non-profit libraries. Photocopying precious and fragile material should be protected: at the moment it is not. There should also be protection for libraries when they make copies to allow inter-library loans of some materials.

In the absence of the second part of the legislation there is a good deal of uncertainty. The government has no adequate defence against the charge that it is badly disorganized in this matter and it has broken clear undertakings for no good reason.

John Evans

Marcel Masse

La loi sur le droit d'auteur disparaît

Malgré la promesse faite il y a longtemps de présenter la deuxième partie de la loi sur le droit d'auteur, il semble maintenant que le gouvernement du Canada va encore en retarder la promulgation. En octobre 1989, le gouvernement a informé la Chambre des communes qu'il présenterait la deuxième partie de la loi au début de la nouvelle année. Cette nouvelle année est déjà bien entamée et rien ne s'est produit. D'après le ministère des Communications, le ministère responsable de loi et dont le ministre est M. Marcel Masse, il semble que la loi ne sera pas promulguée avant l'année prochaine.

Les universitaires, qui sont les principaux utilisateurs de même que les principaux producteurs d'oeuvres protégées par un droit d'auteur, se retrouvent devant rien. Lors de la mise en marche du processus qui a entraîné la présente loi, on a assisté à des consultations étendues et on a senti un vent d'optimisme envers les réformes de la loi que l'on estimait valables. La loi est en vigueur depuis plus d'un demi siècle.

L'ACPU a participé à la consultation et a manifesté sa volonté d'appuyer la partie 1 de la loi à condition que la partie 2 soit rapidement soumise au parlement. De manière générale, la partie 1 protège les producteurs d'oeuvres protégées par un droit d'auteur et la partie 2 fournit le cadre permettant l'utilisation de ces oeuvres ainsi que les protections et les indemnités à laquelles les utilisateurs ont droit. Les utilisateurs des établissements d'enseignement et les bibliothèques en tant qu'utilisatrices devaient être assujettis à la partie 2. Or, ce qui se produit, c'est que ces mêmes utilisateurs sont tombés dans l'oubli.

La situation lamentable des chercheurs scientifiques du Canada par rapport à celle des chercheurs des Etats-Unis, du Royaume-Uni et de l'Australie en est un exemple. Aux Etats-Unis, les chercheurs ont légalement le droit de faire une copie d'un article à des fins de recherche. Ce n'est pas le cas au Canada, même si probablement de nombreux universitaires font comme s'ils avaient le droit. Ils ne sont toutefois pas protégés par une loi s'ils le font.

Le sénateur Marsden a récemment présenté un projet de loi relatif au droit d'auteur. Le projet de loi avait comme but, entre autres, de sensibiliser tous les législateurs aux problèmes que créent la situation législative actuelle.

Il ne fait pas de doute que la partie 2 de la loi doit être promulguée aussi vite que possible. L'ensemble du système scolaire, soit les écoles, les collèges et les universités, doit être pourvu par la loi d'une protection de façon à faciliter l'enseignement sans que soit enfreinte la protection que le droit d'auteur accorde aux producteurs.

Dans certaines provinces, le ministère de l'Education et la CANCOPY sont présentement en pourparlers dans le but de conclure une entente qui permettrait au système d'éducation de fonctionner. Si ces démarches se concrétisent, elles entraîneront peut-être, petit à petit, une entente à l'échelle du pays.

La partie 2 devrait également offrir une protection aux bibliothèques à but non lucratif. Il faut protéger la réprographie d'oeuvres précieuses et fragiles; présentement, ce n'est pas le cas. Il faut en outre prévoir une protection à l'intention des bibliothèques lorsqu'elles font des copies pour permettre à d'autres bibliothèques d'emprunter certaines oeuvres.

Sans la deuxième partie de la loi, l'incertitude règne. Le gouvernement ne peut se défendre adéquatement contre l'accusation d'être fort mal organisé à ce chapitre et d'avoir rompu des promesses claires sans aucun motif valable.

John Evans

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Diffusion totale moyenne: 27 000. Le Bulletin de l'ACPU paraît 10 fois au cours de l'année universitaire: Le 1er de chaque mois de septembre à juin. Délai de réception des annonces: 13 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute offre d'emploi, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite pour postuler le poste.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énonçant ces raisons

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Academic Freedom & Tenure Column

The climax of the National Education Association Higher Education Conference, reported in the last *Bulletin*, was an address by Dr. Claire Gaudiani, the President of Connecticut College in New London, Connecticut. It proved extremely popular. In part the popularity was due to the personality of the speaker and the excellent *rapport* she established with her audience, but not a little of it flowed from the attitudes she expressed in her talk. Principally these concerned some genuinely innovative ideas, now being practised at Connecticut College, for dealing with the obstacles encountered by minority groups in higher education in the US. But Gaudiani's reception was also determined by the way in which she introduced herself to the audience.

Gaudiani pointed out that when she was approached about becoming Connecticut College's president, she at first didn't take the idea seriously. When she did, she resisted it, even though she was one of the college's graduates with a fond sense of loyalty to her alma mater. She was happy with what she was doing as an academic and wasn't sure she wanted to trade that for administration. The suitors persisted, however, and eventually Gaudiani agreed to become a candidate. Nevertheless, she made it clear to the board of the college that she would not take the position until she had had an opportunity to present herself to, and be accepted by, the faculty.

How unlike, I thought, what goes on in most Canadian universities when it comes to choosing a president. We sanction a process that is secret, at least in its most crucial phases. Even when there is faculty involvement, the selection of faculty members is carefully carried out, and they are then sworn to secrecy, all in the interest of supposedly safeguarding the process. It is usually thought to be safest if the faculty members are senior persons, and best of all academic administrators. Rare is it to have an elective process involving faculty as a whole.

Even the carefully selected faculty members will not usually find themselves in a majority in presidential search committees. Thus their ability to influence the ultimate choice, even supposing they are genuinely representative persons, will depend on their ability to influence other members of a search committee — sometimes other staff, administrators, students, but always members of the Board. Not being in a majority will also very likely mean that they will be limited in their attempts to affect the process, for instance by having all short-listed candidates visit the campus openly in a way that enables wide consultation to precede any final decision.

It is sometimes argued that "the best people" won't be willing to stand as candidates, if their candidacy is to be known. And there seems to be a growing tendancy to believe that the best way to appoint a president is to contract the work out to a management consulting firm. All of which raises serious questions about how we measure the quality of a presidential candidate and who is really governing our universities.

It would surely be difficult to overstate the importance to faculty members of those who are vested with presidential authority in their institutions. That is why serious and proper procedures for consultation with the faculty are a necessity when the appointment of academic administrators, including presidents, is in prospect.

That this is not just some empty procedural legalism was certainly clear to Claire Gaudiani. She knew that if she was to be a success as president, as she appears to have become, a prior condition of her appointment had to be acceptance by the faculty.

Alan Andrews

Chronique du Comité de la liberté universitaire et de la permanence de l'emploi

L'allocution de Claire Gaudiani, présidente du Connecticut College de New London, au Connecticut, a été le clou du congrès sur l'enseignement supérieur de la National Education Association, dont il a été rendu compte dans le numéro précédent du *Bulletin*. Elle a remporté la faveur populaire et ce, grâce en partie à sa personnalité et à l'excellent *rapport* qu'elle a établi avec son auditoire, mais surtout grâce aux opinions qu'elle a exprimées. Celles-ci portaient principalement sur certaines idées purement innovatrices, en vigueur présentement au Connecticut College, et qui s'attachent aux obstacles auxquels se heurtent les groupes minoritaires dans le secteur de l'enseignement supérieur aux Etats-Unis.

Gaudiani a souligné que lorsqu'on l'a pressentie pour le poste de président du collège, elle n'a d'abord pas pris la proposition au sérieux. Lorsqu'elle a compris que c'était sérieux, elle s'y est opposée, même si elle était l'une des diplômés du collège la plus loyale envers l'alma mater. Son travail d'universitaire l'a rendait heureuse et elle n'était pas certaine si elle avait envie de le troquer contre un poste administratif. Cependant, ses partisans ont persisté et elle a finalement accepté de poser sa candidature. Elle a néanmoins précisé au conseil du collège qu'elle n'accepterait le poste qu'à la condition d'avoir eu l'occasion de se présenter au corps professoral et d'avoir eu son aval.

Comme cette attitude diffère de ce qui se passe dans la plupart des universités canadiennes lorsque vient le moment de choisir un recteur ou une rectrice. Nous sanctionnons un processus confidentiel, à tout le moins lors des étapes cruciales. Même si des professeurs participent, ils sont choisis minutieusement et doivent ensuite jurer le secret dans le but de soi-disant protéger le processus de sélection. D'ordinaire, on estime qu'il est plus sûr de choisir des professeurs chevronnés et, qui plus est, des administrateurs universitaires. Il est rare que l'on ait un processus de nomination auquel participe l'ensemble du corps professoral.

Même les professeurs minutieusement choisis ne seront pas habituellement majoritaires au sein des comités de sélection des recteurs. Par conséquent, ils pourront influencer le choix ultime, en supposant qu'ils sont véritablement des personnes représentatives, s'ils sont capables d'influencer d'autres membres du comité de sélection, composé parfois d'autres membres du personnel, d'administrateurs, d'étudiants, mais toujours de membres du conseil d'administration. Etant donné qu'ils ne sont pas majoritaires, leurs tentatives de modifier le processus s'en trouvent fort probablement limitées, par exemple l'initiative de faire visiter le campus par tous les candidats retenus, ouvertement et d'une façon qui permet une consultation à grande échelle avant la décision finale.

On prétend parfois que "les meilleures personnes" ne voudront pas poser leur candidature si elle est révélée. Par ailleurs, on semble avoir de plus en plus tendance à croire que la meilleure façon de nommer un recteur ou une rectrice est de confier la tâche à des experts-conseil en gestion. Toutes ces tendances soulèvent de sérieuses questions sur la façon dont nous évaluons la qualité d'un candidat au poste de recteur et sur qui dirige vraiment nos universités.

Il serait certes difficile d'exagérer l'importance que revêtent pour le corps professoral ceux qui sont investis du pouvoir associé au poste de recteur dans l'établissement d'enseignement. Voilà pourquoi il est nécessaire d'avoir des procédures convenables et sérieuses de consultation avec le corps professoral lorsque l'on prévoit nommer des administrateurs, qui plus est des recteurs.

Il était certainement évident pour Claire Gaudiani qu'il ne s'agissait pas uniquement de procédures légalistes vaines. Elle savait que pour réussir sa tâche de rectrice, ce qu'elle semble avoir accompli, il fallait d'abord qu'elle soit acceptée par le corps professoral.

Alan Andrews

A RECYCLED BULLETIN

In cooperation with our printers, Performance Printing, Gordon Piché, the Assistant Executive Secretary, has arranged to use recycled paper for the CAUT Bulletin. Since the Bulletin prints 32,000 copies for every edition this should help to leave a few more trees standing in the forest. We had planned to make the May edition the first such printing; there was also going to be an alteration to using vegetable inks. These plans have had to be put on hold until the fall because recycled paper is not available. For the present it is not possible for our printer to obtain recycled paper in the correct stock size for the Bulletin. There will be an announcement when the process is implemented.

President's message/Le mot de la présidente

Policy on hiring procedures

At this month's Council, CAUT will again address the question of immigration policy as it applies to the academic workplace. Since the 1970s CAUT has supported a policy which puts Canadians and permanent residents first in consideration for academic appointments. The government of Canada has maintained a two-tier policy for academic appointments since then. At the time CAUT made the point that if the universities did not pay attention to this aspect of hiring then the government would impose some type of control. That is exactly what happened. Part of the motivation for the two-tier arrangement was the uneven manner in which foreigners were treated in the United States compared with their treatment in Canada when applying for academic posts.

A number of developments have taken place which make it an appropriate time for a review of policy.

First, the Free Trade Agreement between Canada and the USA has facilitated the entry of American academics on a temporary basis, that is for appointments of up to one year in duration. Aspects of such arrangements, which are enabled by chapter 15 of the FTA, are detailed in an advisory from Employment and Immigration Canada which is reprinted in this edition of the *Bulletin*.

Second, Employment and Immigration Canada has advised that it wishes to re-examine the application of a general two-tier hiring policy for specific sub-disciplines in certain areas. These areas are computing-science, engineering, and medicine and health. They also wish to know whether it continues to be necessary to provide an exemption in business administration and commerce.

The final development is an expression of interst and concern by members of Council. In the last two years the topic has been raised in meetings. Of particular concern has been the effect of the FTA on academic hiring, and there has been some discussion of the potential benefits and drawbacks of this agreement.

Employment and Immigration Canada have established a consultative group, which includes representatives from CAUT and AUCC as well as some of the different branches of Employment and Immigration Canada, to discuss policy issues related to this. The CAUT representatives are there to represent the express wishes of the Association. Thus Council has the important task of laying out the policy of the Association so that it can be represented effectively.

A number of issues will have to be aired in the re-examination of policy. There are those who hold that a two-tier hiring system interferes with the application of the only appropriate criterion for academic hiring — excellence. Some of these would say that the two-tier system allows adequate but essentially mediocre Canadians to be hired in preference to excellent foreigners.

Many of those who support the two-tier system emphasize that some system of close examination of hiring policy is required in order to ensure that Canadians are given a fair deal. They would point to the experience in Canadian universities at the time of the last hiring spurt in which there was an apparent preference given to applicants from abroad. This was seen to be a problem especially marked in some disciplines and in particular universities. The supporters of a two-tier procedure argue that without such close examination there would be little or no "Canadian content" in some disciplines. "Canadian content" in this context not only applies to those disciplines in which the cultural background forms an essential framework for academic study, but also to the maintenance of a tradition within Canada of active scholarship in a particular area.

A third facet of the discussion which should inform policy at this time is the impending large-scale "replacement" of faculty as those who were hired in the sixties retire. As has been pointed out before, this spurt in hiring will be an international phenomenon. It is appropriate that members of the Canadian university community develop their approach in this area before this happens rather than when the process is upon us. Furthermore, the policy will have to be developed inlight of changes in other aspects of appointment policy, such as greater representation of women and other under-represented groups in university faculty.

There will clearly be a requirement for Council to reconcile these different views in producing a policy for the

See "Policy", page 12

Pamela Smith

Une politique sur les méthodes de recrutement

A l'assemblée du Conseil de ce mois-ci, l'ACPU abordera encore une fois la question de la politique d'immigration étant donné qu'elle touche le milieu universitaire. Depuis les années 1970, l'ACPU appuie une politique qui accorde la priorité aux Canadiens et aux résidents permanents dans l'étude de candidatures à des postes universitaires. Le gouvernement du Canada a depuis observé un régime de recrutement à deux volets pour les emplois universitaires. A l'époque, l'ACPU a donné comme argument que si les universités ne tenaient pas compte de cet aspect du recrutement, le gouvernement exercerait alors une certaine forme de contrôle. C'est exactement ce qui s'est produit. Le recrutement à deux volets était motivé en partie par le fait que les étrangers recevaient un traitement inégal aux Etats-Unis par rapport au Canada lorsqu'ils postulaient un emploi universitaire.

De nombreuses choses se sont produites depuis et le moment est venu de revoir les politiques.

En premier lieu, l'Accord de libre-échange (ALE) entre le Canada et les Etats-unis a facilité l'entrée temporaire d'universitaires américains, c'est-à-dire qu'ils peuvent occuper un poste d'une durée d'un an au maximum. Un avis du ministère fédéral de l'Emploi et de l'Immigration, reproduit dans le présent numéro du *Bulletin*, explique les dispositions en ce sens prévues par le chapitre 15 de l'ALE.

Deuxièmement, le ministère de l'Emploi et de l'Immigration a fait savoir qu'il souhaitait examiner de nouveau l'application d'un régime général de recrutement à deux volets dans le cas de sous-disciplines précises de certains domaines, notamment les sciences informatiques, le génie, la médecine et la santé. Il désire également savoir s'il est toujours nécessaire de prévoir une exemption dans les domaines de l'administration des affaires et du commerce.

En dernier lieu, les membres du Conseil s'intéressent à la question et, en même temps, s'en inquiètent. Au cours des deux dernières années, la question a été soulevée dans les réunions. On s'est particulièrement préoccupé des conséquences de l'ALE sur le recrutement d'universitaires. En outre, on a débattu les avantages et les inconvénients possibles de l'accord.

Le ministère de l'Emploi et de l'Immigration a mis sur pied un groupe consultatif dont font partie des représentants de l'ACPU et de l'AUCC ainsi que des fonctionnaires de certaines directions du ministère. Le groupe a pour mandat de discuter des questions reliées aux politiques de recrutement. Les représentants de l'ACPU siègent à ce comité pour représenter les souhaits exprimés par l'association. Par conséquent, le Conseil a l'importante tâche de préparer la politique de l'association pour qu'elle soit représentée adéquatement.

Il faudra faire ressortir un certain nombre de points en examinant de nouveau la politique. Certains prétendent que la formule de recrutement à deux volets empiète sur l'application du seul critère approprié pour

le recrutement d'universitaires, à savoir l'excellence. Certains diraient que la formule à deux volets permet essentiellement d'embaucher des Canadiens adéquats mais médiocres de préférence à d'excellents professeurs étrangers.

Nombre des tenants de la formule à deux volets insistent sur la nécessité d'étudier de près la politique d'embauche afin d'assurer aux Canadiens qu'on leur accorde une chance égale. Ils feront référence à la dernière vague de recrutement alors qu'il est apparu manifeste que l'on avait préféré les candidats étrangers. Le problème s'est particulièrement senti dans certaines disciplines et dans des universités précises. Les tenants de la formule à deux volets prétendent que sans un examen minutieux, certaines disciplines ne comporteraient aucun «contenu canadien». Le «contenu canadien», dans ce contexte, ne s'applique pas seulement aux disciplines dont les antécédents culturels constituent un cadre essentiel à l'étude universitaires mais aussi au maintien au Canada d'une tradition de recherches actives dans un domaine particulier.

Un troisième aspect de la discussion dont il faudrait tenir compte pour l'instant porte sur le remplacement imminent à grande échelle des professeurs alors que ceux qui ont été embauchés dans les années 1960 prennent leur retraite. Comme on l'a souligné déjà, la vague de recrutement sera un phénomène international. Il est opportun que les membres de la collectivité universitaire canadienne mettent au point leur stratégie à ce chapitre avant que cela se produise au lieu de se retrouver devant le fait accompli. De plus, il faudra élaborer la politique en fonction des modifications apportées à d'autres aspects de la politique de nomination,

Voir "politique" à la page 12

To the Editor

I am writing to clarify and correct information contained in Mariette Blanchette's article "Federal Contractors Program: A Report" that appreared in the March 1990 issue of CAUT *Bulletin*.

It may be true that "as of January 1, 1990 34 Canadian universities have been declared certified under the Frederal Contractors Program". (It should be noted that the article listed only 27 universities thus certified.) However this *does not* mean that "each one of these institutions **has submitted an employment equity program** (my emphasis), in order to obtain government contracts".

Under the Federal Contractors Program suppliers of goods and services to the federal government (including universities as suppliers of contracted research) who employ 100 persons or more, and who want to bid on contracts of $200,000 or more, are required to commit themselves to implementing employment equity as a condition of their bid. Twenty-seven universities have thus far **committed themselves to implementing employment equity** by signing Federal Contractors Programs certificates.

Once an organization has committed itself to implementing employment equity it may be randomly selected for an on-site compliance review. The objective of the review is to assess the Contractor's compliance with CEIC's 11 established criteria for implementing an Employment Equity Program.

These criteria include the maintenance of appropriate data on the employment status of designated group employees; the elimination of systemic barriers in the employment system which may have an adverse impact on designated group members; the establishment of goals and timetables for the hiring, training and promotion of designated group employees; the establishment of a favourable work climate; and the adoption of special measures for designated group members.

If at the time of the on-site review an organization has not yet completed a comprehensive Employment Equity Work Plan, it is given one year at most to do so.

Mariette Blanchette is incorrect when she states that "the majority of the universities which have undergone review are not complying with their employment equity programs". **No university has thus far been deemed to be "not in compliance" by the Federal Contractors Program.**

To date, *seven* Canadian universities have been selected for on-site reviews: University of Ottawa, Carleton University, University of Calgary, University of Manitoba, Concordia University, University of Toronto and the Ryerson Polytechnical Institute. The latter two institutions were selected for review in late January 1990.

Of the seven universities selected for review, three have been deemed to be in compliance with the Federal Contractors Program: University of Ottawa, Carleton University and University of Manitoba.

Carleton University received its first visit by the Federal Contractors Program Compliance Review Officer in November 1988. The University was, at the time, in the midst of conducting its Employment Equity Self-Identification Census. It was agreed that the Officer would return in a year's time to review the completed plan. On December 5, 1989 the Compliance Review Officer visited the University. Carleton University was deemed to be in compliance with the Federal Contractors Program at this time.

Mariette Blanchette asks "whether universities will eventually conform to their own employment equity programs". The Federal Contractors Program requires that each organization institute a monitoring component in its Employment Equity Plan. As well, once an organization is deemed to be in compliance it is subject to another review in two years time. Failure to implement an Employment Equity Work Plan means that the organization will be subject to sanctions — including the loss of opportunity to do business with the federal government.

Mariette Blanchette may well believe that the "Federal Contractors Program is not, perhaps, the best solution for implementing employment equity programs". However I believe it is important to base one's criticisms on factual information — and in this case, the facts are wrong.

Susan Gottheil
Employment Equity Coordinator
Carleton Unviersity

Surely every member of the Canadian academic community deplores last year's massacre at the University of Montreal. Some in our midst however have drawn bizzare lessons from that tragic event as evidenced by letters to the CAUT Bulletin which attempt to divert blame for Marc Lépine's rampage onto the women's movement.

Professor F.L. Marcuse believes that "reverse discrimination" may have played a role in motivating the killer (CAUT Bulletin, letters, April 1990). Yet, as far as I know, there is no evidence to suggest that the murdered women benefitted from any affirmative action policy. Marc Lépine does seem to have believed that the advancement of women blighted his scientific career. But then he was crazy. What is Professor Marcuse's excuse?

Sharing the letters to the editor page with Professor Marcuse is Professor P.C. Hughes who registers a strong objection to the "Never Again" poster featuring the male and female symbols outlined in rifle ammunition. Obviously the message of the graphic design is that "never again" should a male lunatic be allowed to act out his hatred towards women with murderous effect. In Professor Hughes's feverish imagination however, this symbol becomes a blanket indictment of *all* men! Such "mass character assassination" he attributes to the machinations of "politically motivated men-haters" (by which he appears to mean feminists, especially those who spoke out in the wake of the Ecole Polytechnique tragedy).

Professor Ferrel Christensen of the University of Alberta has a similar view of feminists. Quoted in the *Globe and Mail* (25 April 1990), Prof. Christensen observed that, "Hatred has a way of being returned. . . It would not surprise me if one of the demons that tortured Marc Lépine was the steady torrent of abuse directed at men in general by too many feminists." In a way, Christensen has a point: Lépine probably did think that feminists hated him because he was male. But Lépine's delusions on this score can be explained by the fact that he was manifestly mentally ill. Why do Professors Christensen and Hughes retail the old myth that women who demand equality are motivated by hatred towards men?

Allan Greer
Department of History
University of British Columbia

Dans un numéro du Bulletin paru l'automne dernier, un article faisait état du harcèlement administratif dans les universités canadiennes. J'aimerais ajouter à cette critique par le texte ci-inclus qui met en évidence que la civilité est un problème sérieux dans l'université pour des raisons de compétition institutionnalisée et d'abus de pouvoir, mais encore de positions épistémologiques irréconciliables.

Croyez, Monsieur le rédacteur en chef, à mes sentiments distingués.

Rodrigue Johnson, Doc. en soc.
Professeur titulaire
Département des sciences de la santé communautaire
Université de Sherbrooke

DE LA CIVILITÉ À L'UNIVERSITÉ

Partout les rapports sociaux posent des difficultés. Bien qu'elle soit codifiée, la civilité n'atteint pas toute la science et l'art que seul le sens moral authentique donne aux êtres humains. Il n'est donc pas parfaitement aisé de faire société avec les autres. Moins parce que la perfection n'est pas de ce monde que parce que les structures hiérarchiques et les scénarios institutionnels favorisent l'étrange vanité de se donner de l'importance et de croire à son importance.

Milieu collégial, c'est-à-dire milieu où le statut de professeur rend égal en dépit des nécessaires structures administratives, les rapports sociaux dans l'université sont tout autant conflictuels qu'ailleurs dans la société. Il n'y a pas beaucoup d'autres raisons à cet état de faits que la lutte entre tous pour des ressources rares, et les abus de pouvoir sous le couvert des responsabilités administratives. Quand tout est vanité, c'est-à-dire quand le but à atteindre est l'honneur du vainqueur ou bien l'extension donnée à ses responsabilités administratives, le sens des autres n'est pas du tout une valeur que l'on poursuit. En effet, dans un tel contexte, ces autres sont ou bien des concurrents, ou bien des pairs réduits au rang de subordonnés, ou bien des gens qu'on méprise et qu'on cherche à soumettre.

Dans le quotidien, la scène universitaire oppose entre eux des rivaux poursuivant l'idéal de la science. Mais l'épistémologie dans l'université est un savoir largement ignoré. On ne sait guère par exemple que le mot science réfère à des méthodologies, à une attitude intérieure (l'honnêteté) et à un acte de l'appareil mental. On ne sait pas non plus que les sens du terme science n'est pas univoque et qu'il est institutionnalisé. Dans cette dernière optique, le mot science obéit dans son usage, à des courants d'opinions et à des philosophies de la connaissance dont l'une fait de l'être humain une machine sans entendement, sans lucidité, sans tact; et dont l'autre fait de l'être humain un être concevant et valorisant, et donc tout à fait apte à la civilité.

Dans un contexte où la pratique de la science peut s'apparenter à la pratique des sports organisés, la civilité n'a pas beaucoup de chance d'animer les rapports sociaux. Entre autres, quand la science est surtout un mot magique dont le sens n'informe pas en profondeur l'appareil mental, c'est le culte de la science qui prime sur ce qu'elle peut révéler de la vérité de la connaissance. De même, quand l'autorité, en s'appuyant sur les titres qu'elle porte, se targue de toute la responsabilité et la nie chez les collègues, ce sont les vieilles tares de l'absolutisme royal, ecclésial ou étatique qui recommencent. Alors, tous les rapports sociaux se faussent et l'incivilité prend les traits de l'aberration mentale, c'est-à-dire d'une véritable maladie de l'esprit mais camouflée sous les dehors de la normalité et de l'adaptation sociale.

Dans l'université, la civilité est un problème concret d'une rare gravité pour qui sait voir combien l'importance de soi-même, combien le culte de la science et combien le néo-positivisme (doctrine qui réduit l'acte de connaître à une démarche analogue à celle de l'ordinateur) corrompent ce milieu social. On ne peut pas être concerné par les autres quand la prétention est la règle poursuivie, quand la science a le caractère d'une idolâtrie, quand le sujet ou l'auteur des conceptions savantes se réduit à la machine. Et par suite, on voudra penser que le conflit social dans l'université trouve son origine dans une absence répandue de modestie sans laquelle il n'y a jamais face à soi des autres, mais plutôt des adversaires ou des subordonnés.

Report of the special Ad Hoc Committee

RE: Status of Women Committee report to CAUT Council

I. BACKGROUND OF THE SPECIAL AD HOC COMMITTEE

The Executive Committee of CAUT, at a meeting held 13-15 July 1989, established a Special Ad Hoc Committee to look into the dispute occasioned by the election at the May 1989 Council of a person to chair the Status of Women Committee. Initially it was anticipated that the committee would consist of two persons and would report to the October 1989 meeting of Council. But the President, after discussion with prospective members of the committee and after consultation with members of the Executive, decided that a three-person committee would be more appropriate, and that such a committee would require a longer period of time to complete its work.

By letters of 24 August the President appointed the three members of the committee and specified their mandate: "to review the circumstances surrounding the election for chairperson of the Status of Women Committee at the May, 1989 Council meeting, and to make whatever recommendations to Council your committee considers appropriate." The committee was asked to provide a preliminary report for the October 1989 meeting and a final report for the February 1990 meeting of Council.

In its preliminary report the committee made recommendations concerning the interim operation of SWC, which in the form amended by Council read as follows:

a) That until the February Council meeting, the existing SWC resume its meetings at the earliest possible date with a person, selected under the auspices of the Ad Hoc Committee, acceptable to all currently elected members of the SWC (including its present Chair) convening the meetings.
b) That until the February Council meeting, liaison between the SWC and the Executive and Council be maintained through the interim convenor rather than the Chair.

It proved possible to find an interim convenor acceptable to all members of SWC (though it required a month to do so), and we are gratified to learn that the meetings of SWC have resumed. Professor Beverley Baines, of the Faculty of Law, Queen's University, deserves the thanks of the entire Association for her willingness at short notice to accept appointment as convenor.

The Special Ad Hoc Committee held two-day meetings in September, October, December, and January, and met in telephone conference on five occasions. We discussed the subject of our inquiry (in formal interview or brief consultation) with the following persons and are grateful to them for the information and comment they supplied:

M. Blanchette, H. Breslauer, L. Cederstrom, R. Coulter, D. de Vlieger, L. Dorney, J. Evans, J. Foster, J. Gordon, C. Green, R. Kerr, P. King, R. Léger, K. McGovern, S. Nag, H. Rosenthal, D. Savage, P. Smith, S. Westphal-Wihl.

We acknowledge with thanks the help we have received from the professional officers and staff at the CAUT Central Office.

II. CHRONICLE OF EVENTS

The resolution which established the Special Ad Hoc Committee (Executive, July 1989) stipulated that our report would include a chronicle of events. Since many of the persons reading this report will have little prior knowledge of the sequence of events in the SWC dispute, we judge that such a chronicle, in any case, is essential.

At the May 1980 meeting of the CAUT Council a new standing subcommittee of the Board, the Status of Women Committee, is established and its terms of reference approved.

At the May 1985 Council meeting SWC is transformed into a standing committee of Council, with revised terms of reference.

At its meeting in March 1986 SWC recommends to the Board that J. Gordon be elected as person chairing SWC, for a three-year term.

At the May 1987 meeting of Council, CAUT is restructured; the person chairing SWC is designated a member *ex officio* of the Executive Committee.

At the January 1988 meeting of Council the terms of reference of SWC are revised; among the changes made, the term of office of the person chairing is reduced from three to two years.

In November 1988 a memorandum inviting nominations for (*inter alia*) the Chair of SWC is circulated to local associations, is then run as an advertisement in the December *Bulletin*, and is recirculated in February 1989.

In February and March 1989 two persons are nominated for election to chair SWC: L. Cederstrom and J. Gordon; two persons are nominated for election as member: L. McKay and S. Nag.

At the SWC meeting in early April, the committee decides, in the absence of two elected members, to defer action on the nominations transmitted by Elections and Resolutions (E&R), and to formulate its recommendations in a later telephone conference meeting.

On 2 May SWC meets in telephone

See "Report", page 6

Rapport du Comité spécial d'étudier la situation du Comité du statut de la femme

Rapport à l'intention du Conseil de l'ACPU

I. HISTORIQUE DU COMITÉ SPÉCIAL

Au cours de l'assemblée qui se tenait du 13 au 15 juin 1989, le Comité de direction de l'Association canadienne des professeurs d'université (ACPU) a créé un comité spécial chargé de se pencher sur le litige occasionné par l'élection, au cours de l'assemblée de mai du Conseil, de la présidente du Comité du statut de la femme (CSF). À l'origine, le Comité devait compter deux membres et présenter un rapport au cours de l'assemblée d'octobre 1989 du Conseil. Mais à la suite de discussions avec les membres éventuels du Comité et ceux du Comité de direction, la présidente a décidé qu'un comité composé de trois membres conviendrait mieux, et que ce comité devrait disposer de plus de temps pour mener à bien son mandat.

Dans une lettre en date du 24 août, le président a nommé les trois membres du Comité et a précisé leur mandat, qui consiste à étudier les circonstances entourant l'élection, lors de l'assemblée du Conseil en mai 1989, de la présidente du CSF, et à faire au Conseil les recommandations qu'ils jugent pertinentes. Le Comité devait présenter un rapport préliminaire à l'assemblée d'octobre 1989, et le rapport final au cours de l'assemblée du Conseil de février 1990.

Dans son rapport préliminaire, le Comité a formulé des recommandations concernant l'organisation provisoire du CSF. Ces recommandations, une fois amendées par le Conseil, se lisaient comme suit :

a) Que d'ici l'assemblée de février du Conseil, le Comité du statut de la femme existant reprenne ses rencontres le plus tôt possible, présidées par une personne choisie par un comité spécial, acceptable à toutes les membres présentement élues du Comité du statut de la femme, y compris sa présidente actuelle.
b) Que d'ici l'assemblée de février du Conseil, les liens entre le Comité du statut de la femme et le Comité de direction et le Conseil soient assurés par l'intermédiaire d'une présidente intérimaire plutôt que par la présidente du Comité.

Bien qu'il ait fallu un mois pour y parvenir, il a été possible de nommer une présidente intérimaire faisant l'unanimité chez les membres du CSF. C'est avec grand plaisir que nous avons appris que le Comité avait recommencé à se réunir. Beverley Baines, de la faculté de droit de l'université Queen's, mérite les remerciements de tous les membres de l'Association pour avoir accepté dans un délai si court le titre de présidente intérimaire du CSF.

Le Comité spécial a organisé des réunions de deux jours aux mois de septembre, octobre, décembre et janvier, en plus de tenir des conférences téléphoniques à cinq occasions. Nous avons discuté du sujet de notre enquête (dans le cadre d'entrevues officielles ou de brèves consultations) avec les personnes suivantes, envers lesquelles nous sommes reconnaissants pour les informations et les commentaires dont elles nous ont fait part :

M. Blanchette, H. Breslauer, L. Cederstrom, R. Coulter, D. de Vlieger, L. Dorney, J. Evans, J. Foster, J. Gordon, C. Green, R. Kerr, P. King, R. Léger, K. McGovern, S. Nag, H. Rosenthal, D. Savage, P. Smith et S. Westphal-Whihl.

De même, nous exprimons notre gratitude au personnel professionnel et de soutien du bureau central de l'ACPU pour l'aide qu'ils nous ont prêtée.

II. ÉVOLUTION DE LA SITUATION

En vertu de la résolution instaurant le Comité spécial (adoptée par le Comité de direction en juillet 1989), notre rapport devait comporter un volet sur l'évolution de la situation. Puisque de nombreux lecteurs n'auront qu'une mince connaissance des événements à l'origine du présent litige, nous sommes d'avis qu'une telle partie serait de toute façon indispensable.

Au cours de l'assemblée de mai 1980 du Conseil de l'ACPU, le Comité du statut de la femme (CSF) est créé. Il s'agit d'un nouveau sous-comité permanent du Bureau de direction, dont le mandat a été approuvé au même moment.

Au cours de l'assemblée du Conseil de mai 1985, le CSF devient un comité permanent du Conseil et son mandat est révisé.

Au cours de son assemblée de mars 1986, le Comité recommande au Bureau de direction la candidature de J. Gordon à titre de présidente élue du Comité.

Au cours de l'assemblée du Bureau de direction qui se tenait le 15 mai 1986, J. Gordon est élue présidente du CSF pour une période de trois ans.

Au cours de l'assemblée de mai 1987 du Conseil, l'ACPU est restructurée et la présidente du CSF est nommée membre d'office du Comité de direction.

Au cours de l'assemblée de janvier 1988 du Conseil, on amende le mandat du CSF. Parmi les amendements apportés, le mandat de la présidente passe de trois ans à deux ans.

En novembre 1988, on fait parvenir aux associations locales une note les invitant à proposer des candidats (entre autres choses) à la présidence du Comité. Une annonce est ensuite passée dans le numéro de décembre du *Bulletin*, et la note est retransmise en février 1989.

En février et en mars 1989, L. Cederstrom et J. Gordon sont proposées comme candidates au poste de présidente du CSF. L. McKay et S. Nag sont proposées à titre de membre.

Voir "Rapport", à la page 9

Report
Continued from page 5

conference, resolves to recommend that L. Cederstrom be elected as person chairing, and that L. McKay be elected member. SWC delegates one of its members to transmit a memo to E&R containing its recommendations for Council.

At the May Council meeting J. Gordon is elected person to chair SWC and S. Nag is elected member.

On 24 May L. Cederstrom writes to the Chair of the 1989-90 E&R, P. King, protesting the treatment of her candidature, and asking that E&R declare vacant the position of person chairing SWC.

On 7 June P. King writes to L. Cederstrom informing her that E&R is unable to accede to her request.

On 26 June the President of CAUT, P. Smith, with the agreement of the Executive, writes to the Chair and members of SWC suggesting the possibility of third-party mediation at the start of the July SWC meeting.

At the SWC meeting on 6 July the offer of mediation is not taken up. SWC passes a resolution demanding that Council honour the committee's choice of L. Cederstrom as person chairing. After adopting the agenda, the committee tables in turn each item of business.

The Executive Committee at a meeting in mid-July resolves to establish a committee to review the May 1989 election of a person to chair SWC, and directs that members of SWC be informed of the creation of the review committee and also be asked to meet as soon as possible to resume their work.

On 18 July the President of CAUT writes to all members of SWC requesting them to reconvene the 6 July meeting, and informing them that a review commitee is being established.

On 24 July L. Cederstrom replies to the President that should a meeting of SWC be called with J. Gordon chairing, all business will again have to be tabled.

By letters of 24 August the President of CAUT appoints the three members of the Special Ad Hoc Committee *re* SWC and outlines their mandate. By letters the following day the President informs the Chair and members of SWC of the appointments, and invites objections to the committee's composition or terms of reference. No objections are received.

The Executive Committee, meeting in telephone conference on 11 September, endorses the actions taken by the President in appointing the Special Ad Hoc Committee.

On 15 September the President of MOFA sends to E&R the text of a motion calling for the removal of J. Gordon as person chairing SWC and the installation of L. Cederstrom in her place. He gives notice that the motion will be introduced at the October Council meeting.

On 16 October the Special Ad Hoc Committee submits a perliminary report.

At its meeting on 21 October Council accepts the preliminary report after amending the recommendations concerning the interim operation of SWC.

On 23 November the Coordinator of the Special Ad Hoc Committee reports to the President of CAUT that B. Baines has accepted (with the assent of the members of SWC and of the person chairing) appointment as interim convenor of SWC.

On 12-13 January 1990 SWC reconvenes in a meeting moderated by the interim convenor.

III. ANALYSIS OF EVENTS SURROUNDING THE ELECTION OF THE SWC CHAIR

With this background in mind of the events leading up to the May 1989 dispute, we turn to an analysis of the events surrounding the election. One theme that emerges from this analysis is that there existed, to varting degrees, a lack of sophistication, both on the part of members of the Status of Women Committee and of other pertinent committees, in their grasp of the appropriate terms of reference and general by-law of the Association. Responsible officers did not withbold information, but were not forthcoming with full and relevant information and explanation; this may have resulted from their own lack of sophistication on the subject.

(i) *Elections to the Status of Women Committee*

As required by the terms of reference of the Status of Women Committee (Section 3(a)), vacancies on the committee were advertised by memorandum in November 1988, by an advertisement in the CAUT *Bulletin* in December 1988 and again by memorandum in February 1989. We note that the deadline laid down in the SWC terms of reference ("end of February") was not observed in any announcement; instead, an end of March deadline was set to fit in with the ensuing meeting of the Status of Women Committee. We would agree with members of the E&R Committee that this deviation from the official deadline was "tolerable" in the circumstances; however, it is clear that the specification of a deadline in the terms of reference should be deleted if it is not going to be observed. Otherwise an impression of a rather casual attitude to the terms of reference is created.

As indicated in the Chronicle of Events, two nominations were received for the position of Chair of the Status of Women Committee, one in February (Professor Cederstrom) and one in March (Professor Gordon). We note that the only "letter of nomination" for Professor Cederstrom was in fact a letter of support from her local faculty association for a nomination that was presumed to have been submitted previously. Once again, we would agree with members of the E&R Committee that this slight abrogation of the terms of reference should not be considered a serious omission; however, it does symbolize a lack of detailed examination of the nominations received, which could have more serious reprecussions in other circumstances. In general, no participant in the nomination process had a full grasp of the relevent regulations.

At the April Status of Women Committee meeting where these nominations were to be discussed, together with the two nominations received for member-at-large, it was decided to defer this agenda item because of the absence of two committee members due to illness. Instead, the committee members participated in a conference call on 2 May 1989 in order to make recommendations for both vacant positions.

We regret that no minutes of the conference call are available so that our reconstruction of this meeting has had to be made on the basis of interviews with members of the committee. It is our understanding that all elected members of the Status of Women Committee took part (excluding the *ex officio* members) *i.e.* a total of 6 members. The initial part of the meeting was chaired by Professor Gordon. For the position of member-at-large, the committee decided to recommend Professor McKay of the University of Windsor, mainly on the basis of her greater "experience in areas of concern to women academics" (Terms of Reference, Section 2(a)(i)). Professor S. Nag of Queen's University was not recommended because she was not considered to have adequate background for the committee's work.

In the ensuing discussion of the Chair of the Status of Women Committee, Professor Coulter of the University of Western Ontario took over as Chair, since Professor Gordon was a candidate for this position. Professors Gordon and Cederstrom were invited to put forward their views concerning the work of the committee and to respond to questions; following this exchange, they withdrew from the conference call. The remaining committee members voted to recommend Professor Cederstrom for the Chair of the committee (3-0); Professor Coulter, in her position as Chair of this part of the meeting, did not vote. The two candidates then returned to the conference call and were informed of the decision.

At the request of the committee, Professor Rosenthal of the University of Toronto transmitted a draft memorandum of the committee's decision to the Chair of the E&R Committee. This draft phrased the committee's decision as an "election", indicating, once again, a lack of understanding of the committee's terms of reference. For this reason, it had to be rephrased by the then Chair of E&R as a recommendation; the revised draft was verified by Professor Rosenthal and circulated as a memorandum to Council from SWC. It was also presented verbally by the Chair of E&R to Council.

As to the voting procedures, we understand that there is some confusion at Council meetings, where multiple votes take place, as to exactly which vote is being conducted at a specific point in time; we would support initiatives to clarify the voting process. In this particular instance, there is no evidence of spoiled ballots (e.g. incorrect names inserted on the ballot) and we conclude that Council members knew which vote was being conducted and who were the appropriate candidates. Professor Gordon was elected to the Chair of the SWC (50-20) and Professor Nag was elected as member-at-large (28-25).

(ii) *The Protest Concerning the Election of the SWC Chair*

On 24 May 1989 Professor Cederstrom wrote to the 1989-90 Chair of the E&R Committee "lodging a formal protest against the inequitable treatment of my candidacy by the Chair of the Status of Women Committee and the electoral body of Council. I am asking the Elections and Resolutions Committee of the CAUT to declare the position of Chair of the Status of Women Committee vacant and declare, thereby, a vacancy on the Status of Women Committee as well" (underlining in the original). The Chair of the E&R Committee replied on 7 June, following consultation with committee members: "We are quite unable to accede to your formal protest. . . The Elections and Resolutions Committee has no power to recall a chair. Neither is recall of a chair provided for in the Terms of Reference of the Standing Committees — again it is the responsibility of Council." No further information was provided as to how a protest might be lodged to Council.

We have carefully examined the general by-law of the Association and we consider that this was an inappropriate response on the part of the E&R Committee. While it is correct to state that E&R has "no power to recall a chair", Section 9.8 of the Association by-law convering the functioning of the E&R Committee states:

> "The (E&R) Committee shall receive any. . . petition calling for the removal of any person referred to in Article(s) . . . 15.8 (which covers persons chairing committees), gather such information as the Committee deem appropriate, including a response from the committee and person involved, and present the relevent information to the next meeting of the appropriate body."

Our reading of this section indicates that E&R should have gone further in terms of inviting information from both sides and from members of the SWC; this information should have been presented to Council as the "appropriate body" for the election or recall of the SWC Chair. At the very least, the E&R Committee would have been wise to act in this even-handed manner. A plausible and stronger interpretation would be that this was a petition for the removal of a Chair of a committee of the Association, in spirit if not in actual wording, and it was the responsibility of the E&R Committee to deal with and channel the protest in the appropriate way.

We note, once more, that members of both the SWC and E&R committees lacked a clear grasp of the pertinent regulations covering the removal of a committee Chair of the Association. Without detailed knowledge of section 9.8 of the by-law, Professor Cederstrom did not phrase her protest in such a manner that it was clearly subsumed under this section. E&R committee members were aware that this protest was a matter for Council, but did not accept that it was their responsibility to channel the protest to Council. The lack of action that ensued contributes, in our view, to the illegitimacy of the election of the Chair of the SWC.

(iii) *Conclusion*

We conclude that the election of Pro-

fessor Gordon to the Chair of the Status of Women Committee was technically correct: all the information that we have been able to obtain would indicate that the election was conducted substantially within the current official regulatory framework. At the same time, we consider the election to lack legitimacy for a number of reasons:

1. Our detailed enquiry has persuaded us that the regulatory framework governing the election and the ensuing protest was not fully grasped by all participants, including members of the SWC and E&R committees. There is no staff member with specialized and continuing responsibility for informing Association members about the regulatory framework, and committee members change too rapidly for specialized knowledge to be developed in all aspects of the Association's by-law and terms of reference. Examples of the misunderstandings which arose from this lack of knowledge of the regulations have been given throughout this analysis.
2. We are concerned that no effort was made to provide Professor Cederstrom with an opportunity to be heard by members of Council prior to the election. We note that opportunities are available in practice for candidates for positions as officers of the Association to be present and to be heard, and we consider this entirely appropriate. Equally appropriate would be the opportunity for candidates for the Chairs of standing committees to be heard, in the event that these are contested.
   We are aware of, and reject the argument that it is possible for *any* member of the CAUT to be represented at Council meetings as a representative of a local faculty association. Such devolution of responsibility to a local faculty association may well render a disservice to a faculty association with alternative priorities for representation. It will certainly render a disservice to the candidate for the SWC Chair who must negotiate her representation, rather than enjoying the right to be present at Council that is accorded candidates for comparable Association positions and the incumbent Chairs of standing committees.
3. The protest concerning the election of the SWC Chair was inappropriately handled. Instead of channelling this protest, which should have been considered a petition, to Council as provided for in the by-law, members of the E&R committee decided that they had no responsibility in the matter. Furthermore, they gave no additional information to the candidate protesting the election as to how the petition might be pursued.
4. The terms of reference of the SWC have developed in a casual and inadvertent manner such that Section 3(g), covering the election of the SWC Chair, is inconsistent with the terms of reference and practices of the other two standing committees. Of particular import is the fact that it is possible to elect to the SWC Chair someone who is unacceptable to committee members, and this is now the only standing committee where such an election can take place.

For these several reasons, we are concerned that while the election to the SWC Chair was correctly conducted, the regulations and practices of the Association led to an election which lacks legitimacy.

IV. DEVELOPMENT OF THE TERMS OF REFERENCE FOR SWC

To understand how it was possible for Council to elect as person to chair SWC a candidate not acceptable to the committee something Council cannot do with its two other standing committees - it is necessary to reconstruct the history of the terms of reference of SWC.

At the May 1980 Council meeting CAUT established a new standing subcommittee of the Board, the Status of Women Committee, and approved terms of reference for it. In May 1985 Council transformed SWC into a standing committee of Council and approved revised terms of reference. At the May 1987 Council meeting, when CAUT was fundamentally restructured, the person chairing SWC was designated a member *ex officio* of the Executive Committee. In Janauary 1988 Council approved a further revision of the terms of reference. The 1988 terms are those now in force.

In the 1990 terms of reference the six members of SWC were elected by the Board: the person to chair was "appointed by the Board on the advice of the Committee" for a one-year term, renewable. During the life of SWC as a standing sub-committee of the Board, the committee's advice each year consisted of a single name, approved by the Board without delay or dispute.

At the May 1984 meeting of Council the following resolution was passed:

> That the CAUT Board, in consultation with the CAUT Status of Women Committee, bring to the 1985 Council proposed changes in CAUT by-laws that would, if implemented, make the Status of Women Committee a Standing Committee of Council, with appropriate election and reporting procedures parallel to those provided for other Standing Committees of Council.

Pursuant to that resolution, the E&R Committee prepared, and forwarded to SWC, a "preliminary draft of a revised Terms of Reference" for SWC to discuss at its meeting in October 1984. In the event, SWC did not deal with the subject of its terms of reference until its meeting in February 1985, after which the E&R draft (slightly modified) went to the Board, which in February approved it and forwarded it to Council. Council approved the revised terms in May at the same time that it transformed SWC into a standing committee of Council.

It was during the process of revising the SWC terms of reference in 1984-1985 that the stage was set, procedurally, for the dispute which occurred in May 1989 and which this *ad hoc* committee has been asked to review. It is important, therefore, to examine that 1984-1985 process in detail. Council had asked the Board to prepare "appropriate election and reporting procedures parallel to those provided for other Standing Committees of Council." "Parallel" gave some guidance to the Board, but it left a significant decision to be made in the matter of how to appoint a person to chair SWC, since the existing committees of the Association did not then have a uniform practice. The professional officer then responsible for SWC prepared for the committee's October meeting a package which contained the terms of reference of six other CAUT committees. Of these six, two (Policy and Political Action, and Publications) were chaired *ex officio* by Vice-Presidents of CAUT. Three (Academic Freedom and Tenure, Economic Benefits, and Academic Librarians) were chaired by persons recommended to the Board by the committees - that is, the Board in its election was restricted to candidates endorsed by the committees themselves. One committee (Collective Bargaining) was chaired by a person chosen by the Board in an open election which in no way privileged the choice of the committee itself.

When E&R looked for a model on which to base a preliminary draft of new terms for SWC, it chose Collective Bargaining. And that draft, in respect of election of person to chair, passed unaltered through the deliberations of SWC, the Board, and Council. The Chair of E&R in 1984-1985 has no clear recollection of why the Collective Bargaining terms were chosen as a model, though one of the elected members of that E&R thinks that the Collective Bargaining terms may have been preferred to those of AF&T because Collective Bargaining had not had any trouble in the past with its procedure for choosing a person to chair, whereas AF&T in the recent past had had serious trouble. But if E&R was guided by that consideration, its reasoning was questionable. True, there had been no difficulties choosing a person to chair Collective Bargaining; nevertheless, the subsection governing the choice of a person to chair in the 1984 Collective Bargaining terms was identical to that which in 1980 had opened the way to a major conflict between AF&T and the Board.

In November 1980 the CAUT Board - at that time the electoral body of the Association - faced a choice between two candidates for Chair of AF&T; it elected the candidate who had *not* been recommended by the committee. AF&T challenged the propriety of the election. A Fact-Finder was appointed to review the matter. After recommending that Council find the election to have been invalid and recommending *ad hoc* procedures to appoint a person to chair, the Fact-Finder recommended that Council revise the terms of reference for AF&T to ensure, *inter alia*, "that candidates for election as person to chair the Committee are known to be acceptable to the Committee itself." Council approved the Fact-Finder's report and new procedures for electing both members and the person to chair were approved by Council in May 1983.

During that same period the Collective Bargaining Committee also proposed revisions to its terms of reference, some touching election procedures, and these too were approved by Council. But Collective Bargaining, whose terms of reference had been identical to those of AF&T, proposed only a partial revision of Section 3 (Nomination and Election Procedures). Left untouched was subsection 3(g), governing the election of the person to chair. (The present Collective Bargaining Cooperative elects its own Chair (General By-Law, Article II.2)).

In retrospect, the decision by E&R in September 1984 to transmit to SWC a draft revision based on the then Collective Bargaining terms of reference, rather than on the AF&T terms, was potentially dangerous, since it opened the possibility that at some time in the future the AF&T dispute of 1980-1981 would be replayed by SWC. Not that the 1984-1985 E&R can in any way be held responsible for the 1989 dispute; it was simply furnishing SWC with a working paper. SWC, the Board, the Council - any or all - had full opportunity to alter the E&R draft terms in favour of the AF&T version, and it is surprising that they did not, since each of those bodies in 1985 contained members who had been present at the Council meeting in May 1981 which had approved the Fact-Finder's report in the AF&T dispute. Moreover, SWC and Council had a further opportunity during the 1987-1988 revision to rethink the procedure for electing a person to chair SWC. But members of the 1984-1985 SWC and the 1987-1988 SWC do not recall that there was any discussion of the procedure for electing the Chair in those meetings that dealt with terms of reference (though in 1987 SWC did discuss the term of office of the person chairing). Furthermore, it is apparent that at no time between February 1985 and January 1988 did SWC, E&R, the Board or Council even scrutinize sub-section 3(g). If they had, they would at the least have removed a glaring inconsistency which the text contained and contains to this day (v. *infra*, vii).

To recapitulate, the present terms of reference for SWC emerged from a series of deliberations in which no one appears to have asked whether it would be reasonable to oblige a standing committee of Council to function under a Chair unacceptable to its members. Furthermore, during these deliberations, no one seemed able to recall what in fact had happened only a few years before when just such an attempt had been made with another standing committee.

It has been possible since 1985 for Council (earlier the Board) to install as person to chair SWC someone unacceptable to the committee. This did not happen in May 1986 when the sole candidate was endorsed by the committee. The first time there was more than one candidate, in May 1989, it did happen.

V. REVISION OF THE TERMS OF REFERENCE FOR SWC

It will by now be apparent that we are concerned about features of the SWC's terms of reference: the inconsistency, lack of clarity and workability, and the lack of provisions to ensure fairness. We do not consider these defects to be

deliberate, but rather the product of the inadvertent *ad hoc* revisions chronicled above and the lack of a historical record of the development of terms of reference in the CAUT Central Office. We do not purport to redraft the SWC terms of reference but to offer some suggestions for revision of section 2, on Composition, and section 3, on Nomination and Election Procedures, which relate particularly to our mandate. We would urge that the terms of reference be systematically and comprehensively reviewed, with the assistance of legal advice, and a staff member be made responsible for monitoring and informing members about the regulatory framework.

i) *Composition*

Section 2 a)i) provides that "The Committee shall be composed of five elected members and the Person Chairing all of whom have experience in areas of concern to women academics." (underlining added). The qualification appears to be mandatory but vague.

As indicated above, in May 1989 the SWC unanimously recommended Professor McKay for committee membership, because of "her extensive experience with. . .the OCUFA Status of Women Committee. . ."; it did not recommend Professor Nag, "because she had not yet developed an adequate background in status of women issues." E&R has been unwilling to rule a candidate ineligible on the basis of this criterion; thus the decision is left to a random vote at Council, which last May elected Professor Nag as member-at-large. If this qualification is not, in fact, mandatory, this should be reflected in the wording of the terms of reference.

Sections 2 a)ii), iii) and iv) provide that:

ii) To provide continuity of membership, elected members sball normally serve for three year overlapping terms.
iii) The term of the Person Chairing shall be for two years.
iv) Members may not serve for more than two successive terms.

The subsection does not, however, indicate the interrelationship among these clauses and specifically how many terms or total numbers of years the person chairing may serve. We would recommend that the person chairing may not serve for more than two successive terms, and that any member, including the person chairing, may not serve for more than a total of six successive years.

A further subsection should be added to reflect the fact that the President is an *ex officio* voting member of the SWC.

ii) *Nomination and Election Procedures*

Section 3a) states that nominations shall be received "by the end of February." As indicated above, the invitations for nominations in 1988-1989 set an end of March deadline, and one nomination for Chair was received in March. While we agree that it is a reasonable practice to tie the deadline to a meeting of the committee, the terms of reference should reflect this.

Section 3c) should clarify that all nominations, including any further nominations solicited by E&R, must be brought to the notice of the SWC.

Section 3f) purports to offer a means of filling a casual vacancy of not more than one year but, if strictly construed, makes such a replacement impossible, because of the requirement in section 3e) that elections "take place at the Spring Council meeting." It should be made clear that an election for a casual vacancy may take place at any Council meeting.

Section 3g) governs the procedures "for the election of another (*sic*) person to chair the Committee. . ." The second part of this sentence, "except that it is not required that more than one name be presented to Council," is unintelligible, as the SWC terms of reference have never stipulated that there be more names presented to Council than there are vacancies for members on the committee.. It was inadvertently imported from the then Collective Bargaining terms of reference and should be removed.

Most importantly, this section makes it possible for Council to elect as person to chair the SWC someone unacceptable to the committee, as it did in May 1989. We feel that this is inappropriate, unreasonable and impracticable, as illustrated by the stalemate reached last summer and the earlier AF&T dispute. We are aware of and reject the argument that Council had to retain tighter control over the election of the person to chair SWC than the other standing committees, as the Chair of SWC is a member *ex officio* of the Executive. In fact, the provision governing that election of person to chair SWC predates the designation of that Chair as a member *ex officio* of the Executive by two years, and appears to be a product of the inadvertent adoption of the then Collective Bargaining terms of reference described above. We believe that the revised terms of reference of the AF&T Committee in regard to the election of a person to chair, which preclude the possibility of Council electing a Chair unacceptable to the committee, represent a reasonable compromises and would ensure mutual confidence in that Chair.

We would also recommend that all nominees, if more than one, for Chair of SWC be given an opportunity to be heard at Council, especially where one of the nominees is the incumbent Chair and thus a member *ex officio* of Executive and Council.

VI. RECOMMENDATIONS

On the basis of the foregoing analysis and suggestions, we make the following recommendations to Council:

i) That Council take steps to revise the present terms of reference of the Status of Women Committee;
ii) In particular, that this revision ensure that candidates for election as person to chair the committee are known to be acceptable to the committee itself;
iii) That pending approval of revised terms of reference, the Status of Women Committee continue to meet with the current interim convenor or a person acceptable to all elected members of the committee (including its present Chair) convening and moderating the meetings;
iv) That pending approval of the revised terms of reference, liaison between the Committee and the Executive and Council be maintained through the interim convenor rather than the Chair;
v) That pending approval of the revised terms of reference, vacancies on the Committee be filled in the usual way, taking into account the suggestions contained in this report.

Respectfully submitted,

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McMaster University

5 February 1990

A NEW PROGRAM

CIDA recognizes that there are many mid-career Canadian professionals interested in upgrading their skills and internationalizing their knowledge of developing countries.

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All candidates must be Canadian citizens, possess a university degree or diploma. They must have minimum of seven (7) years work experience, two (2) years of which must be in their chosen technical or professional field. The candidates must be presently employed, or self-employed, and have the written endorsement of the employer, or an interested institution.

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L'ACDI reconnaît que de nombreux Canadiens et Canadiennes en cours de carrière aimeraient avoir l'occasion de perfectionner leur compétences professionnelles et internationaliser leurs connaissances des pays en voie de développement.

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CRITERES D'ADMISSIBILITÉ

Pour être jugé admissible, tout candidat doit être citoyen canadien et détenir un grade ou un diplôme universitaire. Il doit également posséder sept (7) années d'expérience en milieu de travail, dont deux (2) années dans un poste directement relié à son propre emploi au moment de la demande, et fournir une approbation écrite de son employeur, ou encore travailler à son compte et obtenir un appui similaire de la part d'un organisme intéressé.

MONTANT DE LA BOURSE

Les boursiers percevront jusqu'à 25 000 $ pour un projet de six mois, dont deux obligatoirement passés en pays d'accueil.

DATE LIMITE D'INSCRIPTION

Les candidats doivent remplir une demande d'application officielle et la soumettre au Bureau canadien de l'éducation internationale (BCEI) avant le 31 mai 1990. Les noms des boursiers seront connus au mois de juillet 1990.

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Rapport

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Au cours de la réunion du Comité au début **avril**, celui-ci décide, en l'absence de deux membres élues, de reporter les mesures sur les nominations adoptées par le Comité des élections et résolutions (CER), et de formuler ses recommandations au cours d'une conférence téléphonique ultérieure.

Le 2 **mai**, les membres du CSF tiennent une conférence téléphonique et s'entendent pour recommander L. Cederstrom à titre de présidente et L. McKay à titre de membre. Le Comité charge un de ses membres de rédiger une note à l'intention du CER, dans laquelle il ferait part des recommandations du Comité à l'intention du Conseil.

Au cours de l'assemblée de **mai** du Conseil, J. Gordon est élue présidente du Comité et S. Nag est élue membre.

Le **24 mai**, L. Cederstrom envoie une lettre au présidente du CER, P. King, protestant contre le traitement de sa candidature et demandant que le Comité déclare vacant le poste de présidente du Comité du statut de la femme.

Le **7 juin**, P. King répond à L. Cederstrom, l'informant que le Comité des élections et résolutions ne peut donner suite à sa demande.

Le **26 juin**, la présidente de l'ACPU, P. Smith, appuyé par le Comité de direction, écrit à la présidente et aux membres du Comité du statut de la femme, leur suggérant le recours possible à la médiation au début de l'assemblée de juillet du Comité.

Au cours de l'assemblée du **6 juillet**, l'offre de médiation est rejetée. Le Comité du statut de la femme adopte une résolution exigeant que le Conseil accepte le choix de L. Cederstrom à titre de présidente. Après l'approbation de l'ordre du jour, le Comité ajourne tous les points qui devaient être abordés.

Au cours d'une assemblée à la **mi-juillet**, le Comité de direction décide de mettre sur pied un comité chargé de se pencher sur l'élection, en mai 1989, de la présidente du Comité du statut de la femme; il exige que les membres du CSF soient informés de la création d'un tel comité, et les incite à se réunir le plus rapidement possible et à reprendre leur travail.

Le **18 juillet**, la présidente de l'ACPU écrit à tous les membres du CSF leur demandant de reconvoquer l'assemblée du **6 juillet** et les informant de la création d'un comité d'étude.

Le **24 juillet**, L. Cederstrom répond à la présidente le que si une assemblée est convoquée et que J. Gordon en est la présidente, toutes les questions à l'ordre du jour seront une nouvelle fois ajournées.

Par lettre en date du **24 août**, la présidente de l'ACPU nomme les trois membres du Comité spécial chargé d'étudier la situation du CSF et en précise le mandat. Par lettre le jour suivant, il fait part des nominations à la présidente et aux membres du Comité du statut de la femme, et leur demande si elles ont des objections à formuler quant à la composition ou au mandat du comité nouvellement constitué. Aucune objection n'est formulée.

Dans le cadre d'une conférence téléphonique qui a eu lieu le **11 septembre**, le Comité de direction approuve l'initiative qu'a prise la présidente en nommant les membres du comité spécial.

Le **15 septembre**, le président de la MOFA envoie au CER le texte d'une motion exigeant que J. Gordon soit remplacée par L. Cederstrom au poste de présidente du CSF. Il précise que la motion sera présentée au cours de l'assemblée du Conseil en octobre.

Le **16 octobre**, le Comité spécial présente un rapport préliminaire. L'assemblée du **21 octobre**, le Conseil approuve le rapport préliminaire, après avoir légèrement modifié les recommandations concernant l'organisation provisoire du Comité.

Le **23 novembre**, le coordonnateur du Comité spécial annonce à la présidente de l'ACPU que B. Baines a accepté (avec le consentement des membres et de la présidente du Comité du statut de la femme) le poste de présidente intérimaire du CSF.

Les **12** et **13 janvier 1990**, le CSF se réunit de nouveau dans le cadre d'une réunion dirigée par la présidente intérimaire.

III. ANALYSE DES ÉVÈNEMENTS ENTOURANT L'ÉLECTION DE LA PRÉSIDENTE DU COMITÉ DU STATUT DE LA FEMME

À la lumière de tous les événements qui ont mené au litige de mai 1989, nous allons tenter d'analyser les événements entourant les élections elles-mêmes. Après avoir effectué cette analyse, nous pouvons affirmer qu'il y a un manque certain de compréhension de la part des membres du CSF et d'autres comités concernés ainsi que des lacunes au niveau de la connaissance du mandat et des statuts généraux légitimes de l'ACPU, et ce, à des degrés divers. Les dirigeants responsables n'ont caché aucune information, mais ils n'ont pas non plus donné des renseignements ou des explications complètes et pertinentes. Ceci était probablement dû à leur propre manque de connaissance sur le sujet.

i) *Élection de la présidente du Comité du statut de la femme*

Conformément au mandat du Comité du statut de la femme (article 3a)), les postes vacants ont été annoncés dans une note en novembre 1988, puis par une annonce dans le *Bulletin* de l'ACPU en décembre 1988 et, enfin, dans une nouvelle note en février 1989. Nous avons pu remarquer qu'aucune des annonces n'a respecté la date limite établie dans le mandat du Comité, soit fin de février. En fait, on a plutôt visé la fin de mars, afin de faire correspondre l'élection avec l'assemblée suivante du CSF. Nous convenons avec les membres du Comité des élections et résolutions que, vu l'état des choses, cette dérogation à la date limite officielle est tolérable; cependant, le mandat ne devrait stipuler aucune date limite si personne n'a l'intention de la respecter. Sinon, on peut avoir l'impression qu'il existe une certaine attitude désinvolte à l'égard du mandat.

Tel qu'indiqué à la partie Évolution de la situation, deux candidatures ont été posées au poste de présidente du Comité du statut de la femme, soit une en février (L. Cederstrom) et une en mars (J. Gordon). Nous remarquons également que la seule lettre de mise en candidature de L. Cederstrom était en fait une lettre d'appui de son association de professeurs locale, laissant supposer que la candidature avait déjà été posée. Là encore, nous abondons dans le même sens que le Comité des élections et résolutions : cette légère dérogation au mandat ne devrait pas être considérée comme une grave omission; cependant, elle signifie que les candidatures reçues n'ont pas été étudiées avec toute l'attention requise, ce qui pourrait avoir des conséquences plus sérieuses en d'autres circonstances. En règle générale, aucun participant au processus de mise en candidature n'avait de connaissance parfaite des règlements pertinents.

Au cours de l'assemblée d'avril du CSF, alors que les candidatures devaient être discutées en même temps que celles des deux membres ordinaires, l'absence de deux membres du Comité pour cause de maladie a incité les participants à reporter ce point à l'ordre du jour. C'est ainsi que les membres du Comité ont participé à une conférence téléphonique le 2 mai 1989 afin de faire des recommandations relativement à la dotation des deux postes vacants.

Puisque, malheureusement, aucun procès-verbal de la conférence téléphonique n'a été dressé, nous avons dû baser notre reconstitution de la réunion sur des entrevues réalisées avec les membres du Comité. Ce que nous avons pu comprendre, six membres élues du CSF y ont participé, c'est-à-dire toutes les membres à l'exclusion des membres d'office. La première partie de la discussion était présidée par J. Gordon. Pour le poste de membre à titre particulier, le Comité a décidé de recommander L. McKay, de l'Université de Windsor, principalement en raison de sa plus vaste expérience dans les domaines qui intéressent les femmes universitaires (mandat du Comité du statut de la femme, article 2 a) i)). La candidature de S. Nag, de l'université Queen's, n'a pas été retenue en raison de son manque d'expérience pour travailler au sein du Comité.

Au cours de la discussion suivante sur la présidence du Comité du statut de la femme, c'est R. Coulter, de l'université Western Ontario, qui a assumé le rôle de présidente puisque J. Gordon était candidate à ce poste. On a invité J. Gordon et L. Cederstrom à exprimer leur opinion sur le travail du Comité, après quoi on leur a posé des questions. À la suite de cet échange, les deux candidates se sont retirées de la conférence. Les autres membres du Comité ont recommandé à l'unanimité L. Cederstrom au titre de présidente du Comité (3-0). En raison de son rôle de présidente de l'assemblée, R. Coulter n'avait pas droit de vote. Les deux candidates ont repris part à la conférence téléphonique et on leur a fait part de la décision.

La demande du Comité, H. Rosenthal, de l'Université de Toronto, a fait part des résultats dans une ébauche de note à l'intention du Comité des élections et résolutions. Cette ébauche faisait état d'un résultat obtenu à la suite d'une élection, ce qui indique une fois de plus un manque de compréhension du mandat du Comité. Pour cette raison, le président du CER a dû reformuler la phrase dans une recommandation; la version révisée a été vérifiée par H. Rosenthal et transmise par le Comité du statut de la femme dans une note adressée au CER.

Quant au mode de scrutin, il semble régner une certaine confusion au cours des assemblées du Conseil; en effet, de nombreux votes sont organisés, et on ne sait pas exactement quel vote est organisé à un moment précis. Nous appuierions toute initiative en vue de clarifier le mode de scrutin. Dans ce cas particulier, il n'y a eu aucune preuve de bulletins de vote nuls (c'est-à-dire contenant des mauvais noms) et nous en avons conclu que les membres votants du Conseil savaient pour qui ils votaient et quels étaient les candidats en liste. J. Gordon a été élue à titre de présidente du CSF dans une proportion de 50-20, et S. Nag a été élue à titre de membre ordinaire (28-25).

ii) *Protestation contre l'élection de la présidente du Comité du statut de la femme*

Le 24 mai 1989, L. Cederstrom écrivait au président du Comité des élections et résolutions de cette année-là, *protestant officiellement contre le traitement inéquitable de sa candidature par la présidente du Comité du statut de la femme et le corps électoral du Conseil.* Je demande au Comité des élections et résolutions de l'ACPU de déclarer vacant le poste de présidente du Comité du statut de la femme et, de ce fait, de déclarer une vacance au sein du Comité (soulignement dans l'original). À la lumière de consultations avec les membres, le président du Comité des élections et résolutions a répondu, dans une lettre en date du 7 juin : Nous ne sommes pas en mesure de donner suite à votre protestation officielle (. . .) Le Comité des élections et résolutions n'a pas le pouvoir de contester une élection au poste de président ou de présidente. Pas plus que le mandat du Comité permanent n'aborde ce sujet — tout ce que nous pouvons dire, c'est que la responsabilité relève du Conseil. Personne n'a fourni davantage d'explications sur la façon dont une protestation pourrait être présentée au Conseil.

Après avoir examiné attentivement les statuts généraux de l'ACPU, nous sommes d'avis que le Comité des élections et résolutions n'a pas fourni une réponse valable. Il est juste d'affirmer que le Comité n'a pas le pouvoir de contester une présidence, mais l'article 9.8 des statuts généraux de l'ACPU portant sur le fonctionnement du Comité des élections et résolutions dit :

Le Comité (des élections et résolutions) accepte toute (. . .) requête de révocation de toute personne mentionnée au(x) paragraphe(s) (. . .) 15.8 (qui englobe les présidents des comités), réunit les renseignements qu'il juge appropriés, y compris une réponse du Comité et de la personne en cause, et présente les renseignements pertinents à la prochaine réunion de l'organe visé.

La lecture de l'article, il semble que le Comité des élections et résolutions aurait dû demander davantage d'informations aux deux parties ainsi qu'aux membres du CSF. Cette information

aurait dû être présentée au Conseil qui, en fait, est l'organe visé pour élire ou révoquer la présidente du CSF. À tout le moins, il aurait été prudent de la part du CER de faire preuve d'impartialité dans ses actions. Selon une interprétation plus profonde et plus plausible, il s'agirait d'une demande de révocation du poste de présidente de l'un des comités de l'ACPU, en intention, sinon en des mots concrets, et qu'il incomberait au Comité des élections et résolutions de la traiter et de l'acheminer sur la bonne voie.

Une fois de plus, il apparaissait que les membres du Comité du statut de la femme et du Comité des élections et résolutions ne connaissaient pas suffisamment les règlements pertinents couvrant la révocation d'un président ou d'une présidente de comité de l'ACPU. Le professeur Cederstrom n'ayant pas une connaissance approfondie de l'article 9.8, elle n'a pu rédiger sa protestation d'une façon clairement subsumée en vertu de cet article. Les membres du Comité des élections et résolutions savaient bien que la lettre de protestation devait être acheminée au Conseil, mais ils n'ont pas accepté la responsabilité qui leur incombait d'acheminer la protestation au Conseil. À nos yeux, l'inertie qui s'en est ensuivie contribue à l'illégitimité de l'élection de la présidente du Comité du statut de la femme.

iii)Conclusion

Nous en sommes venus à la conclusion que, sur le plan technique, l'élection de J. Gordon au poste de présidente du Comité du statut de la femme était correcte : selon toutes les informations que nous avons pu recueillir, l'élection s'est déroulée en grande partie suivant le cadre réglementaire officiel en vigueur. Nous convenons toutefois que l'élection manquait de légitimité et ce, pour les raisons suivantes :

1. À la lumière d'une enquête détaillée, nous sommes persuadés que les participants, y compris les membres du CSF et du CER, ne comprenaient pas pleinement le cadre réglementaire régissant l'élection et la protestation qui a été déposée par la suite. L'ACPU ne compte aucun membre du personnel compétent chargé d'informer continuellement les membres des règlements, et les membres de comités se succèdent trop rapidement pour acquérir une connaissance spécialisée à tous les niveaux des statuts généraux de l'ACPU et du mandat des comités. Nous avons fourni, tout au long de la présente analyse, des exemples de malentendus résultant de ce manque de connaissances des règlements.
2. Il est inquiétant de constater que personne n'a fait d'effort afin de donner à L. Cederstrom une chance de se faire entendre auprès des membres du Conseil avant l'élection. En pratique, les candidats à des postes de dirigeants de l'Association ont la possibilité de participer et de se faire entendre, et nous sommes d'avis que c'est là une procédure tout à fait indiquée. Il serait également indiqué de donner cette possibilité aux candidats à la présidence, dans le cas où leur mise en candidature est contestée.

Bien que nous soyons conscients que *n'importe quel* membre de l'ACPU peut être représenté aux assemblées du Conseil à titre de représentant d'une association de professeurs locale, nous rejetons cet argument. Une telle délégation de responsabilités à une association de professeurs locale pourrait bien rendre un mauvais service à une association de professeurs dont les priorités en matière de représentation sont différentes. Une telle façon de faire nuira certainement à la candidate à la présidence du Comité du statut de la femme, qui doit négocier sa candidature plutôt que de jouir du droit d'assister aux assemblées du Conseil, droit qui est accordé aux candidats à des postes comparables au sein de l'ACPU et aux présidents titulaires des comités permanents.

3. La protestation qu'a soulevée l'élection de la présidente du CSF n'a pas été traitée convenablement. Les membres du CER ont décidé qu'il ne leur incombait pas de faire suivre cette protestation au Conseil conformément aux statuts généraux - la protestation aurait dû être considérée comme une pétition. De plus, ils n'ont fourni aucune information supplémentaire à la candidate contestant l'élection sur la façon dont la pétition pourrait être traitée.
4. Le mandat du Comité du statut de la femme a été établi de façon désinvolte et sans trop d'attention; on pensera, par exemple à l'article 3g), qui traite de l'élection de la présidente du Comité; cet article n'est pas conforme au mandat et aux pratiques des deux autres comités permanents. Fait particulièrement important: en vertu de cet article, il est possible d'élire à la présidence du CSF une personne qui ne bénéficiera pas de l'appui des membres du Comité, et c'est maintenant le seul comité permanent au sein duquel une telle élection peut se tenir.

Pour les diverses raisons susmentionnées, nous ne perdons pas de vue que, même si l'élection de la présidente du CSF a été correctement conduite, les règlements et les pratiques de l'ACPU ont mené à une élection qui manque de légitimité.

IV. ÉLABORATION DU MANDAT DU COMITÉ DU STATUT DE LA FEMME

Afin de comprendre comment le Conseil a pu élire à la présidence du CSF une personne dont la candidature ne faisait pas l'unanimité au sein du Comité - ce qui est impossible dans le cas des deux autres comités permanents - il faut faire l'historique du mandat du Comité.

Au cours de l'assemblée du Conseil de mai 1980, l'ACPU a créé le Comité du statut de la femme (CSF), nouveau sous-comité permanent du Bureau de direction dont il a approuvé le mandat. En mai 1985, le Conseil a fait du CSF un comité permanent du Conseil et a approuvé le mandat révisé. À la réunion de mai 1987 du Conseil, au cours de laquelle l'ACPU a été restructurée en profondeur, la présidente du CSF a été nommée membre d'office du Comité de direction. En janvier 1988, le Comité a approuvé une nouvelle révision du mandat, qui est maintenant en vigueur.

En vertu du mandat de 1980, les six membres du CSF devaient être élus par le Bureau de direction; la présidente était nommée par le Conseil, sur recommandation du Comité pour un mandat d'un an avec possibilité d'être renouvelé. Au cours de l'existence du Comité du statut de la femme à titre de sous-comité du Bureau de direction, cette recommandation consistait chaque année en un seul nom, approuvé par le Conseil sans délai ni discussion.

Au cours de l'assemblée du Conseil de mai 1984, la résolution suivante a été adoptée :

> Que le Bureau de direction de l'ACPU, en consultation avec le Comité du statut de la femme, présente au Conseil de 1985 les amendements proposés aux statuts généraux de l'ACPU. Une fois mis en oeuvre, ces changements feraient du Comité du statut de la femme un comité permanent du Conseil, qui respecterait les procédures judicieuses en matière d'élections et d'obligation de rendre compte, qui soient parallèles aux procédures que doivent respecter les autres comités permanents du Conseil.

À la suite de cette résolution, le Comité des élections et résolutions a préparé une version préliminaire du mandat révisé, qu'il a fait parvenir au CSF aux fins de discussions au cours d'une assemblée en octobre 1984. En réalité, le CSF n'a pas traité de son mandat avant son assemblée de février 1985, après quoi l'ébauche du CER, légèrement modifiée, a été soumise au Bureau de direction, qui l'a approuvée en février pour ensuite la faire parvenir au Conseil. Celui-ci a approuvé le mandat révisé en mai, soit en même temps qu'il a fait du Comité du statut de la femme un comité permanent du Conseil.

C'est au cours du processus de révision du mandat du CSF, en 1984-1985, que les procédures ont été mises en place pour traiter le litige, survenu en mai 1989, que le présent comité spécial a été chargé d'étudier. Toutefois, il est important d'examiner en détail le processus entrepris en 1984-1985. Le Conseil avait alors demandé au Comité de direction d'élaborer des procédures judicieuses en matière d'élections et d'obligation de rendre compte qui soient parallèles à celles que doivent respecter les autres comités permanents du Conseil. Le terme parallèles a fourni une certaine orientation au Conseil, tout en exigeant une prise de décision importante au niveau de la façon de désigner la présidente du Comité du statut de la femme, puisque les comités de l'ACPU déjà en place ne respectaient pas de procédures uniformes. Le professionnel alors en charge du Comité du statut de la femme a constitué un dossier reprenant les mandats de six autres comités de l'ACPU, aux fins de l'assemblée d'octobre du Comité. Des six comités de l'ACPU, deux (soit le Comité d'orientation et d'action politique et le Comité des publications) étaient présidés d'office par des vice-présidents de l'ACPU, trois (les comités de la liberté universitaire et de la permanence de l'emploi, des avantages économiques et des bibliothécaires d'université) étaient présidés par des personnes recommandées au Bureau par les comités - ce qui signifie que le Bureau de direction était limité aux candidats appuyés par les comités. Un comité (le Comité des négociations collectives) était présidé par une personne choisie par le Bureau dans le cadre d'une élection ouverte qui ne privilégiait en aucune façon le choix du comité lui-même.

Le CER a choisi de s'inspirer du mandat du Comité des négociations collectives lorsqu'il a élaboré la première ébauche du nouveau mandat du CSF. La partie de l'ébauche concernant l'élection d'un président n'a pas été modifiée au cours des discussions du CSF, du Bureau de direction et du Conseil. Le président du Comité des élections et résolutions en 1984-1985 ne se souvient pas exactement pourquoi le Comité des négociations collectives a été retenu comme modèle, bien que selon l'un des membres élus du CER, on aurait accordé la préférence à ce comité et non à celui de la liberté universitaire et de la permanence de l'emploi parce que la procédure n'avait jamais posé de problèmes au premier tandis que par le passé, elle aurait occasionné des difficultés au deuxième comité. Mais si c'est sur cet élément que le CER a basé son jugement, alors son raisonnement est discutable. Il est vrai que le choix du président du Comité des négociations collectives n'avait pas posé de problèmes; néanmoins, le paragraphe régissant le choix d'un président dans le mandat de 1984 du Comité des négociations collectives était le même que celui qui, en 1980, avait ouvert la voie à un conflit de taille entre le Comité de la liberté universitaire et de la permanence de l'emploi et le Bureau de direction.

En novembre 1980, le Bureau de direction de l'ACPU - qui était à l'époque le corps électoral de l'Association - a dû choisir entre deux candidats à la présidence du Comité de la liberté universitaire et de la permanence de l'emploi. Il a élu le candidat qui n'avait *pas* été recommandé par le Comité, et celui-ci a mis en doute la validité de l'élection. On a donc chargé un enquêteur de se pencher sur la question. Après avoir recommandé au Conseil d'annuler l'élection et d'adopter des procédures spéciales en vue de nommer une personne à la présidence, l'enquêteur lui a conseillé de revoir le mandat du Comité de la liberté universitaire et de la permanence de l'emploi pour veiller, entre autres, à ce que les candidats à la présidence du Comité soient appuyés ouvertement par les membres du Comité. Le Conseil a approuvé le rapport de l'enquêteur et, en mai 1983, il approuvait de nouvelles procédures régissant l'élection des membres et du président.

Au cours de la même période, le Comité des négociations collectives a proposé plusieurs amendements à son mandat, dont certains touchaient les procédures régissant les élections; le Conseil a approuvé ces amendements. Mais le Comité des négociations collectives, dont le mandat était identique à celui du Comité de la liberté universitaire et de la permanence de l'emploi, n'a proposé qu'une révision partielle de l'article 3 (Méthodes de mise en can-

didature et d'élection). On n'a pas touché au paragraphe 3 g), qui régit l'élection d'une personne au poste de président. (La présente Coopérative de négociation collective élit son propre président (statuts généraux, article 11.2).)

Quand on y repense, la décision prise par le Comité des élections et résolutions en septembre 1984, c'est-à-dire de s'inspirer du mandat du Comité des négociations collectives plutôt que de celui du Comité de la liberté universitaire et de la permanence de l'emploi pour élaborer une ébauche du mandat du CSF, pouvait se révéler dangereuse. En effet, on risquait de revivre le conflit de 1980-1981, mettant en vedette cette fois la CSF plutôt que le Comité des élections et résolutions. Précisons ici que le Comité des élections et résolutions de 1984-1985 ne peut en aucun cas être tenu responsable du litige de 1989, puisqu'il ne faisait que fournir au Comité du statut de la femme un document de travail. Le Comité, le Bureau et le Conseil ont tous eu la même possibilité de modifier l'ébauche du mandat du Comité des élections et résolutions en faveur de la version du Comité de la liberté universitaire et de la permanence de l'emploi. Il est d'ailleurs surprenant qu'ils ne l'aient pas fait puisque chacun de ces organismes comptait, en 1985, des membres qui avaient assisté aux assemblées du Conseil en mai 1981 alors qu'on avait approuvé le rapport de l'enquêteur sur le litige du Comité de la liberté universitaire et de la permanence de l'emploi. De plus, le Comité du statut de la femme et le Conseil avaient eu d'autres occasions au cours de la révision de 1987-1988 de repenser le processus d'élection d'une personne à la présidence du CSF. Mais les membres du Comité en 1984-1985 et en 1987-1988 ne se souviennent pas qu'il y ait eu des discussions sur le processus d'élection de la présidente au cours des assemblées qui ont traité du mandat (bien qu'en 1987, le Comité ait discuté du mandat de la présidente). En outre, il est évident qu'en aucun temps entre février 1985 et janvier 1988, le Comité du statut de la femme, le Comité des élections et résolutions, le Bureau ou le Conseil n'ont même pas étudié minutieusement le paragraphe 3g). S'ils l'avaient fait, ils auraient au moins assuré l'uniformité du texte - qui n'a d'ailleurs toujours pas été uniformisé).

Bref, le mandat actuel du Comité du statut de la femme est le résultat d'une série de discussions au cours desquelles personne ne semble s'être demandé s'il était raisonnable d'obliger un comité permanent du Conseil à être dirigé par un président ou une présidente non appuyé(e) par ses membres. De plus, au cours de ces discussions, personne n'a semblé pouvoir se rappeler ce qui s'est réellement passé il y a seulement quelques années, alors qu'une tentative semblable avait été faite avec un autre comité permanent.

Depuis 1985, le Conseil (auparavant le Comité de direction) a pu nommer à la présidence du Comité du statut de la femme une personne que les membres du comité n'appuyaient pas. Cela ne s'est toutefois pas produit en mai 1986, quand la seule candidate était appuyée par le Comité. La première fois qu'il y a plus d'une candidate, soit en mai 1989, la situation s'est présentée.

V. RÉVISION DU MANDAT DU COMITÉ DU STATUT DE LA FEMME

Il est maintenant évident que les gens s'interrogent sur certaines caractéristiques du mandat du Comité du statut de la femme : manque d'uniformité par rapport aux autres comités permanents, manque de cohérence à l'intérieur du mandat, manque de clarté et de souplesse et absence de clauses assurant une certaine équité. À nos yeux, ces lacunes ne sont pas volontaires; elles semblent plutôt être le produit des révisions spéciales mentionnées auparavant ainsi que du manque de dossiers historiques sur l'élaboration du mandat au bureau central de l'ACPU. Nous ne suggérons pas ici de récrire le mandat du CSF, mais de proposer certaines suggestions en vue de réviser l'article 2, Composition, et l'article 3, Méthodes de mise en candidature et d'élection, qui touchent particulièrement notre mandat. Nous recommandons vivement que le mandat fasse l'objet d'une révision systématique et détaillée; qu'on bénéficie d'avis juridique et que les membres du personnel soient chargés de surveiller le cadre réglementaire et d'informer les membres à ce sujet.

i) *Composition*

L'article 2 a) i) du mandat du Comité du statut de la femme stipule que Le comité se compose de cinq membres élus et du (de la) président(e). *Ces personnes doivent avoir de l'expérience dans les domaines qui intéressent les femmes universitaires* (soulignement ajouté). Les compétences semblent être obligatoires, mais vagues.

Tel que souligné auparavant, en mai 1989, le Comité du statut de la femme a recommandé à l'unanimité L. McKay à titre de membre du Comité en raison de sa vaste expérience au sein du Comité de la condition féminine de l'UAPUO. Il n'a pas recommandé S. Nag, qui, à ses yeux, ne bénéficiait pas encore d'une expérience suffisante sur les questions du statut de la femme. Le Comité des élections et résolutions était peu disposé à déclarer une candidate inéligible en raison de ce critère; la décision est donc prise par le biais d'un vote au hasard du Conseil qui, au mois de mai dernier, a élu S. Nag membre à titre particulier. Si ce critère n'est pas obligatoire dans les faits, la formulation du mandat devrait refléter une telle disposition.

Les articles 2 a) ii), iii) et iv) stipulent que :

ii) En régle générale, les membres élus siègent pendant trois ans et leurs mandats se chevauchent afin d'assurer une continuité.
iii) Le mandat du (de la) présidente est de deux ans.
iv) Un membre ne peut siéger pendant plus de deux mandats consécutifs.

Le paragraphe n'indique toutefois pas la relation entre ces clauses et, plus précisément, le nombre total de mandats ou d'années que la présidente peut exercer. Nous recommandons que la présidente n'exerce pas cette fonction pendant plus de deux mandats consécutifs, et que tout membre, y compris le président, ne siège pas plus que pendant six années de suite.

On devrait élaborer un autre paragraphe afin de mentionner que le président ou la présidente est un membre votant d'office du Comité du statut de la femme.

ii) *Méthodes de mise en candidature et d'élection*

L'article 3a) établit que les candidatures sont acceptées jusqu'à la fin de février. Tel qu'indiqué précédemment, la date limite pour la réception des candidatures en 1988-1989 a été fixée à la fin mars, et une candidature au poste de présidente a été reçue au mois de mars. Il est tout à fait raisonnable de faire concorder la date limite avec la date d'une assemblée du Comité, mais le mandat devrait alors refléter une telle pratique.

L'article 3c) devrait préciser que toutes les candidatures, y compris les candidatures additionnelles sollicitées par le Comité des élections et résolutions, doivent être portées à l'attention du Comité du statut de la femme.

L'article 3f) propose une façon de doter un poste temporairement vacant pour moins d'un an mais, lorsque analysé clairement, on constate qu'il est impossible d'effectuer un tel remplacement en raison de l'exigence de l'article 3e) stipulant que L'élection des nouveaux membres a lieu (..) lors de l'assemblée du printemps du Conseil. Il devrait être expliqué clairement qu'une élection en vue de doter un poste temporairement vacant peut avoir lieu au cours de n'importe quelle assemblée du Conseil.

L'article 3g) règlemente les procédures pour l'élection à la présidence du comité(. . .). La deuxième partie de la phrase «sauf qu'il n'est pas nécessaire de soumettre au Conseil plus d'une candidature» est inintelligible, puisque le mandat du Comité du statut de la femme n'a jamais stipulé qu'il devrait y avoir plus de candidatures présentées au Conseil qu'il n'y aurait de postes vacants pour les membres au sein du Comité. Cette phrase a été reprise par inadvertance du mandat du Comité des négociations collectives d'alors et devrait être supprimée.

Plus important encore, cet article permet au Conseil d'élire une présidente qui ne bénéficie pas de l'appui du Comité, comme cela s'est produit en mai 1989. À nos yeux, c'est mal à propos, irraisonnable et irréalisable, tel que l'a montré l'impasse de l'été dernier et le litige précédent du Comité de la liberté universitaire et de la permanence de l'emploi. Nous rejetons l'argument selon lequel le Conseil devait exercer un contrôle plus étroit sur l'élection d'une personne à la présidence du Comité du statut de la femme que sur les autres comités permanents, puisque la présidente du Comité est un membre d'office du Comité de direction. En fait, la clause régissant l'élection d'une personne à la présidence du Comité du statut de la femme précède de deux ans celle stipulant que la présidente est membre d'office du Comité de direction, et semble être le produit de l'adoption, par inadvertance, du mandat du Comité des négociations collectives décrit précédemment. Selon nous, le mandat révisé du Comité de la liberté universitaire et de la permanence de l'emploi concernant l'élection d'un président ou d'une présidente, qui écarte la possibilité qu'une personne non appuyée soit élue au sein du Comité, constitue un compromis raisonnable et assurerait une confiance mutuelle en ce président ou cette présidente.

Nous recommandons également que tous les candidats à la présidence du Comité du statut de la femme aient la possibilité de se faire entendre auprés du Conseil, particulièrement lorsqu'un ou une des candidat(e)s est le ou la président(e) titulaire et, ainsi, un membre d'office du Comité de direction et du Conseil.

VI. RECOMMANDATIONS

À la lumière des analyses et des suggestions qui précèdent, le Comité spécial fait les recommandations suivantes au Conseil :

i) Que le Conseil prennent des mesures en vue d'amender le mandat actuel du Comité du statut de la femme;
ii) Que, dans le cadre de cette révision, il s'assure notamment que les candidats à la présidence bénéficient de l'appui des membres du Comité lui-même;
iii) Que, en attendant l'approbation de son mandat, le Comité du statut de la femme continue de se réunir en compagnie de la présidente intérimaire actuelle ou avec une personne appuyée par tous les membres élus du Comité (y compris la présidente actuelle) qui convoque les réunions et sert de conciliatrice;
iv) Que, en attendant l'approbation du mandat, la présidente intérimaire plutôt que la présidente entretienne des rapports avec le Comité, le Comité de direction et le Conseil;
v) Que, en attendant l'approbation du mandat, les postes vacants au sein du Comité soient dotés de la façon habituelle, en tenant compte des suggestions mises de l'avant dans le présent rapport.

Respectueusement soumis,
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Le 5 février 1990

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Report on Collective Bargaining Cooperative Grievance Officers' Conference

On March 16, 17 and 18 the Collective Bargaining Cooperative presented a Grievance Officers' Conference in Toronto. The purpose of this conference on "The Strategic Use of Grievance" was to build upon participants' current knowledge and experiences of grievance, and to help associations make grievance an integral part of the collective bargaining process. Judging from participants' comments in the Conference Evaluations, this aim was more than fulfilled.

The conference began on Friday night with a welcome from Ted Humphreys, Chairperson of the Collective Bargaining Cooperative, and a presentation on "Thinking Strategically about Grievance" by David Bates, of Lakehead University Faculty Association. Bates, in his presentation, established the framework for the weekend's discussions, by providing examples and comments on how to use the grievance process as a strategic tool in collective bargaining. A welcome by CAUT President Pamela Smith followed this presentation, along with a reception which provided more than 60 conference participants a chance to mingle and share ideas and experiences concerning grievances.

Saturday's sessions presented a variety of topics which related to grievance, enabling participants to discuss, in small group settings, various issues and techniques. Topics included "The Development and Pursuit of Grievances", "Decisions and Awards Arising from Successful Grievance", "Discipline Related to Professional and Ethical Behaviours" (specifically sexual harassment and copyright) and "Awards in Tenure, Renewal and Promotion". Saturday concluded with a practical workshop on "Saying What you Mean and Meaning What you Say".

Although Saturday's sessions were presented under the framework of "Thinking Strategically about Grievance", they were designed to specifically address certain issues that most faculty associations deal with on an ongoing basis. Sunday morning's sessions on "The Politics of Grieving" and "Linking Grievance and Arbitration Decisions to Negotiations" directly tied in all of the topics and themes that had been discussed the previous day, and made direct links with the theme of the conference. Participants were able to see, in concrete way, how the grievance process and/or decisions can be used to enhance the effectiveness of the collective bargaining process within the university environment.

The Conference Evaluations that have been returned to the Co-op express a high level of satisfaction with this conference. Participants have indicated their desire for a similar conference to be held in the future, dealing with different issues which relate to grievances, and providing a similar forum for grievance officers to get together and share their experiences and knowledge. It is indeed indicative of the experience and expertise that can be found within faculty associations that many of the conference presenters hailed from assocations. Presenters at this conference were: David Bates (Lakehead University Faculty Association); Jon Thompson (University of New Brunswick Faculty Association); Steve Holburn and Sylvia Johannson (University of Manitoba Faculty Association); along with William Marcotte (Marcotte Settlement Services Inc.) and Cathy Lace (Sack Goldblatt and Mitchell, Barristers and Soliciters), both of Toronto; and CAUT/Collective Bargaining Cooperative staff Hélène Bibeault, Mariette Blanchette and Howard Snow. The conference was successfully organized by Ted Humphreys (Co-op Chairperson) and Christiane Tardif-Dulude (from the Co-op).

Maureen Kilgour

Rapport sur la conférence à l'intention des agents de grief organisée par la Coopérative de négociation collective

Les 16, 17 et 18 mars derniers, la Coopérative de négociation collective a organisé à Toronto une conférence à l'intention des agents de grief. Cette conférence, intitulée «Le recours stratégique au grief», avait pour objet d'accroître les connaissances actuelles des participants ainsi que leur expérience en matière de griefs, et d'aider les associations à intégrer les griefs au processus de négociation collective. Si l'on en juge d'après les commentaires que les participants ont formulés dans les évaluations de la conférence, cet objectif a bel et bien été atteint.

Le coup d'envoi de la conférence a été donné vendredi soir par Ted Humphreys, président de la Coopérative de négociation collective, qui a accueilli les participants. David Bates, de l'association des professeurs de l'Université Lakehead, a ensuite présenté un exposé sur «Le grief pensé de façon stratégique», exposé dans le cadre duquel il a jeté les bases des discussions qui se tiendraient au cours de la fin de semaine. Exemples et commentaires à l'appui, il a expliqué aux participants comment utiliser le processus de grief en tant qu'outil stratégique dans le cadre de la négociation collective. À la suite de cet exposé, Pamela Smith, présidente de l'ACPU, a souhaité la bienvenue aux quelque 60 participants qui ont ensuite assisté à la réception et en ont profité pour faire connaissance et échanger leurs opinions et expériences en ce qui a trait aux griefs.

Les ateliers présentés le samedi portaient sur divers sujets relatifs au grief et donnaient l'occasion aux participants de discuter en petits groupes de diverses questions et techniques. Parmi les thèmes abordés, citons «La formulation et la poursuite de griefs», «Les décisions et les sentences découlant d'un grief réussi», «La discipline liée au comportement professionnel et éthique» (surtout le harcèlement sexuel et le droit d'auteur) et «Les sentences touchant le renouvellement, la permanence et la promotion». L'atelier pratique intitulé «Bien dire ce que l'on veut dire» a clôturé la journée de samedi.

Bien que les ateliers du samedi s'articulaient autour du «Grief pensé de façon stratégique», ils visaient à aborder certaines questions précises auxquelles sont constamment aux prises la plupart des associations de professeurs. Les ateliers du dimanche portant sur «Les politiques derrière les griefs» et «Le lien entre les griefs et les sentences arbitrales et les négociations» ont directement englobé tous les sujets et thèmes abordés la veille et établi des liens directs avec le thème de la conférence. Les participants ont pu observer de façon concrète comment le processus de grief ou les décisions à cet égard pouvaient permettre d'accroître l'efficacité du processus de négociation collective dans le contexte universitaire.

Dans les évaluations qu'ils ont remises à la Coopérative, les participants se sont déclarés hautement satisfaits de la conférence. Ils ont fait part de leur désir de voir une conférence semblable organisée dans l'avenir, conférence où seraient abordés différents sujets relatifs aux griefs. Cette conférence donnerait aussi aux agents de grief l'occasion de se réunir et de partager leurs expérience et connaissances. Le fait que bon nombre des conférenciers provenaient d'associations de professeurs prouve bien que ces dernières sont dotées de professeurs expérimentés et compétents. Les conférenciers étaient David Bates (association des professeurs de l'Université Lakehead), Jon Thompson (association des professeurs de l'Université du Nouveau-Brunswick), Steve Holburn et Sylvia Johannson (association des professeurs de l'Université du Manitoba), ainsi que William Marcotte (société Marcotte Settlement Services Inc.) et Cathy Lace (Sack, Goldblatt and Mitchell, Barristers & Solicitors), tous deux de Toronto, et Hélène Bibeault, Mariette Blanchette et Howard Snow, membres du personnel de l'ACPU et de la Coopérative de négociation collective. L'organisation de cette conférence est le fruit du travail de Ted Humphreys (président de la Coopérative) et de Christiane Tardif-Dulude (membre du personnel de la Coopérative).

Maureen Kilgour

Policy

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Association. Such a synthesis will depend not only on the matters of principle that will be raised in the debate. There is also the matter of evidence about practice and experience in the hiring field.

To help with that part of the discussion local associations have participated in a survey on hiring in those subdisciplines that Employment and Immigration Canada are interested in reviewing. An initial review of the returned questionnaires indicates that it is the lack of competitiveness of academic salaries and too few qualified individuals which are the major problems, not the two-tier hiring process.

Whatever policy Council finally adopts, it is certainly a fitting issue to be considered at this time and a fitting issue to which all academics should give thought. It is one of many that remind us that we live in a real world of politics which has important effects on our function as academics.

Politique

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notamment une plus grande représentation des femmes et des groupes minoritaires parmi les professeurs d'université.

De toute évidence, le Conseil devra réconcilier ces différents points de vue en élaborant une politique pour l'association. Une synthèse de ce genre ne dépendra pas uniquement de questions de principe soulevées au cours du débat. Il ne faut pas oublier aussi la pratique et l'expérience dans le recrutement qui ont fait leur preuve.

Dans le but d'aider à cette partie de la discussion, les associations locales ont participé à une enquête sur le recrutement dans les sous-disciplines que le ministère de l'Emploi et de l'Immigration veut examiner. D'après une première étude des questionnaires retournés, les problèmes les plus importants semblent être le manque de compétivité des salaires des universitaires et le nombre trop faible de personnes qualifiées. Ce n'est donc pas la formule de recrutement à deux volets qui pose des problèmes.

Qu'importe la politique que le Conseil adoptera en fin de compte, il est certes approprié de discuter de la question à ce moment-ci et tous les universitaires devraient y réfléchir. Cette question est l'une parmi de nombreuses qui nous rappellent que nous vivons dans un univers de politique qui a d'importantes répercussions sur notre fonction d'universitaires.

Free Trade and university, college and seminary teachers

The following article is the text of a document developed by Employment and Immigration Canada after extensive consultation with CAUT and AUCC. The function of the document is to provide information about the application of the FTA to academics.

The Canada-United States Free Trade Agreement (FTA) has an immigration chapter - Chapter 15 - 'Temporary Entry for Business Persons'. Chapter 15 serves the general objectives of the FTA based upon the notion that the two countries cannot reduce barriers to trade in goods and services without making it easier for persons who sell or provide goods or services to enter the other country. While Chapter 15 serves the general objectives of the FTA, it stands alone. The chapter indicates that no provision of any other chapter has any effect on the delivery of the provisions of Chapter 15.

The immigration provisions of the FTA are of particular interest to certain professionals, including Canadian and United States teachers who have been offered temporary appointments at the university, college and seminary levels. The following is intended to provide information concerning the practical application of the immigration chapter of the FTA for university, college and seminary teachers.

1. **What are the general principles of the immigration chapter of the FTA?**
   a. It reflects the desirability of facilitating temporary entry on a reciprocal basis for persons whose activity or profession is described in the chapter.
   b. It recognizes the need to ensure border security and protect indigenous labour and permanent employment.
2. **Does the FTA replace previously existing immigration provisions for teachers?**
   No. The new provisions enhance or expand the general or universal provisions which exist in each country. Thus, for United States teachers coming to Canada, the FTA augments the existing provisions respecting exchange professors, guest lecturers and visiting professors. (See Appendix 1 for details of previously existing Canadian provisions.)
3. **What's new?**
   Canadian and United States teachers can now obtain an employment authorization to undertake a temporary appointment at a university, college or seminary in the other country simply by presenting at the port-of-entry a letter from the employer describing the temporary appointment.
   Note: Schedule 2 to Annex 1502.1 of the FTA lists those professions whose members are eligible for facilitated entry to the other country. Only those activities which are generally understood to be associated with the performance of a profession may be undertaken by a person seeking to enter or to remain in Canada temporarily to practice the profession.
   Thus, a person entering to be employed temporarily as a university teacher can carry out the range of duties normally associated with that person. (For greater certainty, Appendix 2 contains the Canadian Classification and Dictionary of Occupations list of the duties associated with the position of university teacher.)
4. **Is coverage of the new FTA provisions restricted to citizens of Canada and of the United States?**
   Yes. Persons who are not citizens but have immigration status as a legal permanent resident of either country do not have access to facilitated entry under the FTA. They do, however, continue to have access to each country through existing general or universal provisions governing the entry of temporary foreign workers.
5. **Does the FTA facilitate permanent admission to Canada and to the United States?**
   No. The immigration chapter of the FTA covers *temporary* entry only.
6. **What is 'temporary entry'?**
   The FTA defines 'temporary entry' as ". . .entry without the intent to establish permanent residence." This definition is consistent with immigration law in both countries. It is adaptable to individual circumstances and it recognizes that the concept of temporary entry cannot be based simply on a specific time limitation.
   It would be a mistake, however, to consider that the definition allows for open-ended temporary entry. The provisions of the FTA cannot be used as a mechanism to circumvent procedures applicable to permanent employment nor as a means to establish de facto permanent residence.
   Upon arrival at a port-of-entry, an

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Le libre-échange et les enseignants d'université, de collège et de séminaire

Voici le texte d'un document élaboré par le ministère de l'Emploi et de l'Immigration à la suite de consultations poussées avec l'ACPU et l'AUCC. Le document a pour fonction de renseigner sur l'application de l'accord de libre-échange aux universitaires.

L'Accord de libre-échange entre le Canada et les Etats-Unis (ALE) comprend un chapitre sur l'immigration, le chapitre 15, intitulé "Autorisation de séjour temporaire pour gens d'affaires". Les dispositions de ce chapitre répondent aux objectifs généraux de l'ALE si l'on tient compte du principe général selon lequel les deux pays ne peuvent réduire les barrières commerciales pour les biens et les services sans faciliter l'octroi de l'autorisation de séjour aux personnes qui vendent ou fournissent ces biens ou services. Le chapitre 15 répond donc aux objectifs généraux de l'ALE, mais il est complètement indépendant. Aucune disposition de quelque autre chapitre de l'Accord n'a d'effet sur l'application des dispositions du chapitre 15.

Les dispositions de l'Accord relatives à l'immigration revêtent un intérêt particulier pour certains professionnels, notamment les enseignants canadiens et américains qui se sont vu offrir une nomination temporaire dans une université, un collège ou un séminaire. Nous donnons des renseignements, dans les pages qui suivent, sur l'application des dispositions de ce chapitre pour ces personnes.

1. **Quels sont les principes généraux du chapitre sur l'immigration de l'ALE?**
   a. Il reflète l'opportunité de faciliter les séjours temporaires sur une base réciproque pour les personnes dont l'activité ou la profession est décrite dans le chapitre.
   b. Il reconnaît la nécessité d'assurer la sécurité à la frontière et de protéger la main-d'oeuvre locale et l'emploi permanent.
2. **L'ALE remplace-t-il des dispositions existantes en matière d'immigration à l'intention des enseignants?**
   Non. Les nouvelles dispositions améliorent ou élargissent les dispositions générales ou universelles qui existent dans chaque pays. Ainsi, pour les enseignants des Etats-Unis qui viennent au Canada, l'ALE augmente les dispositions existantes en matière d'échange de professeurs, de conférenciers invités et de professeurs étrangers. (Voir l'appendice 1 pour des renseignements sur les dispositions canadiennes existantes.)
3. **Qui a-t-il de nouveau?**
   Les enseignants canadiens et américains peuvent dorénavant obtenir un permis de travail afin de s'acquitter d'une nomination temporaire dans une université, un collège ou un séminaire dans l'autre pays simplement en présentant au point d'entrée une lettre de l'employeur décrivant la nomination temporaire.
   Nota: A l'appendice 2 de l'annexe 1502.1 de l'ALE figurent les professions dont les membres peuvent obtenir plus facilement l'autorisation de séjour dans l'autre pays. Seules les activités généralement associées à l'exécution d'une profession peuvent être entreprises par une personne qui cherche à entrer ou à demeurer au Canada temporairement pour pratiquer cette profession.
   Par conséquent, une personne admise pour exercer un emploi temporaire à titre de professeur d'université peut effectuer toutes les tâches habituellement associées à ce poste. (Pour plus de certitude, figure à l'appendice 2 la liste des fonctions associées au poste de professeur d'université décrites dans la Classification canadienne descriptive des professions.)
4. **L'application des nouvelles dispositions de l'ALE est-elle restreinte aux citoyens du Canada et des Etats-Unis?**
   Oui. Les personnes qui ne sont pas des citoyens, mais qui ont le statut de résidents permanents autorisés de l'un ou l'autre pays ne sont pas visées par les dispositions de l'ALE destinées à faciliter l'octroi de l'autorisation de séjour. Elles continuent toutefois de pouvoir entrer dans l'autre pays grâce aux dispositions générales ou universelles existantes régissant l'autorisation de séjour des travailleurs temporaires étrangers.
5. **L'ALE facilite-t-il l'admission permanente au Canada et aux Etats-Unis?**
   Non. Le chapitre sur l'immigration de l'ALE a pour objet de faciliter uniquement l'octroi de l'autorisation de séjour *temporaire*.
6. **Qu'est-ce que l'autorisation de séjour temporaire?**
   Selon les dispoisitions de l'ALE 'séjour temporaire' s'entend "d'un séjour sans intention de résidence permanente". Cette définition est conforme à la législation des deux pays en matière d'immigration. Elle peut s'adapter à des circonstances particulières et admet que la notion d'autorisation de séjour temporaire ne peut se fonder uniquement sur

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une durée limitée précise.

Toutefois, ce serait une erreur de considérer que cette définition permet l'octroi de l'autorisation de séjour de durée variable. Les dispositions de l'ALE ne peuvent être utilisées comme moyen de contourner les modalités régissant l'emploi permanent ni comme moyen d'établir la résidence permanente de fait.

Dès l'arrivée à un point d'entrée, une autorisation d'exercer l'emploi peut être octroyée pour la durée du contrat, jusqu'au plus douze mois. Si la nomination est pour une durée supérieure à douze mois, une prorogation du permis de travail peut être demandée et obtenue à une date ultérieure. (Une personne munie d'un permis de travail en cours de validité peut demander, en s'adressant à un Centre d'Immigration Canada intérieur, que la date d'expiration de ce permis soit prorogée.) Des prorogations multiples ne seront pas approuvées systématiquement, même si l'intéressé a indiqué au moment de son arrivée au Canada qu'il s'agissait d'une nomination de longue durée. Plus la durée du séjour temporaire sera longue, plus la responsabilité de l'intéressé sera importante à démontrer à l'agent d'immigration, surtout lorsqu'il demande une prorogation de statut, qu'il s'agit bien d'un séjour temporaire. (Parmi les obligations prévues au chapitre 15, figurent non seulement l'obligation de faciliter l'autorisation de séjour temporaire mais aussi la nécessité de protéger la main-d'oeuvre locale et l'emploi permanent.)

7. **Qu'arrive-t-il si les autorités universitaires veulent rendre permanente une nomination temporaire visée par les dispositions de l'ALE?**
Avant qu'un poste permanent soit offert à un enseignant des Etats-Unis, les autorités universitaire doivent se conformer aux modalités régissant l'emploi permanent. Cela signifie qu'elles doivent appliquer la formule de recrutement à deux volets et faire valider l'offre d'emploi par le Centre d'emploi du Canada.

8. **La formule de recrutement à deux volets pour l'emploi temporaire et l'emploi permanent est-elle touchée par les dispositions de l'ALE?**
Les modalités régissant l'emploi permanent ne sont pas touchées par l'ALE. La formule de recrutement à deux volets qui fait partie du processus de validation par le Centre d'emploi du Canada continue de s'appliquer aux nominations permanentes.

Par ailleurs, les dispositions de l'ALE interdisent, comme condition de l'autorisation d'un séjour temporaire, "des procédures d'approbation préalable, des demandes, des validations de l'offre d'emploi ou d'autres procédures ayant un effet similaire."* Il est donc interdit d'exiger la validation de l'offre d'emploi par le CEC lorsqu'il s'agit d'une nomination temporaire. La formule de recrutement à deux volets qui est indépendante d'une validation de l'offre d'emploi ou d'autres procédures ayant un effet similaire est permise lorsqu'il s'agit d'une nomination temporaire visée par l'ALE.

Les autorités d'une université peuvent établir une politique d'embauche des "Canadiens d'abord"** et ne pas être en conflit avec les dispositions du chapitre 15 ou toute autre disposition de l'ALE. L'université ne ferait qu'exercer sa prérogative à titre d'employeur.

Si l'on décidait toutefois d'offrir un emploi temporaire à un enseignant des Etats-Unis, alors l'admission de cette personne au Canada de même que son autorisation de travailler seraient facilitées grâce aux dispositions du chapitre 15 de l'Accord de libre échange.

* "Autres procédures ayant un effet similaire" s'entend d'une procédure administrative ou juridique qui peut avoir comme conséquence d'empêcher une personne visée par les dispositions du chapitre 15 d'exercer ou de continuer d'exercer une profession, une occupation ou une activité visée par les dispositions de l'Accord ou de retarder son entrée en fonction. Il ne s'agit pas des modalités prévues par le Canada et les Etats-Unis en matière d'immigration, à savoir 1) mettre en oeuvre les dispositions du chapitre 15 de l'Accord de libre-échange et 2) veiller à l'observation des exigences générales régissant l'autorisation de séjour pour ce qui concerne la santé et la protection du public ainsi que la sécurité nationale.

** "Canadiens d'abord" s'entend des citoyens et des résidents permanents du Canada.

9. **Les dispositions de l'ALE autorisent-elles le séjour temporaire en vue d'accepter une nomination temporaire dans un poste permanent?**
Oui. Beaucoup de travailleurs étrangers sont, en général, autorisés à travailler temporairement dans un poste permanent qui, pour une raison ou pour une autre, est temporairement vacant.

10. **Quels sont les formalités d'immigration que doivent remplir les enseignants des Etats-Unis qui viennent au Canada pour prendre un emploi temporaire?**
Ils ont besoin d'un permis de travail pour enseigner à titre temporaire au Canada dans une université, un collège ou un séminaire. Le citoyen des Etats-Unis peut solliciter un permis de travail à un point d'entrée du Canada et doit fournir les documents suivants:
   a. une preuve de citoyenneté américaine (passeport ou acte de naissance);
   b. une lettre de l'établissement ou un contrat signé par celui-ci fournissant tous les détails de l'emploi temporaire, notamment:
      -la nature du poste offert,
      -les dispositions concernant la rémunération,
      -les compétences requises,
      -la durée de la nomination.

Afin de faciliter encore davantage l'octroi de l'autorisation de séjour temporaire à la frontière, il n'est pas obligatoire, mais il est recommandé que soit précisé dans la lettre ou le contrat que "l'offre d'emploi est une nomination temporaire jugée conforme aux conditions de l'Accord de libre-échange";

   c. une preuve que le candidat est au moins titulaire d'un baccalauréat.

En outre, les requérants doivent pouvoir convaincre un agent d'immigration qu'ils se conforment aux exigences de la Loi et du Règlement sur l'immigration, c'est-à-dire être en bonne santé et ne pas avoir de casier judiciaire.

Nota: Il y a un droit de traitement pour une demande de permis de travail.

II. **Quelles formalités d'immigration les enseignants canadiens qui vont aux Etats-Unis doivent-ils remplir pour prendre un emploi temporaire?**
Comme indiqué précédemment, l'un des principes fondamentaux du chapitre 15 de l'Accord de libre-échange est la réciprocité. Les formalités à un point d'entrée des Etats-Unis peuvent ne pas être exactement les mêmes que les nôtres, mais les Canadiens seront traités de la même façon et seront assujettis aux mêmes critères pour ce qui concerne les dispositions de l'ALE destinées à faciliter l'octroi de l'autorisation de séjour temporaire. Les Canadiens doivent s'adresser à un point d'entrée des Etats-Unis ou au consulat pour obtenir des renseignements complets et détaillés.

12. **Les personnes qui se voient refuser l'octroi de l'autorisation de séjour temporaire prévu à l'ALE peuvent-elles appeler de ces décisions, et des motifs de refus seront-ils donnés?**
L'Accord de libre-échange ne prévoit nulle part qu'une personne peut interjeter appel d'un refus opposé à sa demande d'autorisation de séjour temporaire parce que les exigences de mise en oeuvre des dispositions du chapitre 15 n'ont pas été respectées. Dans le cas d'un refus, le agents fourniront des motifs le justifiant.

13. **Y a-t-il un moyen de garantir que les citoyens canadiens et américains sont traités également à la frontière?**
Oui. Le chapitre sur l'immigration de l'Accord de libre-échange prévoit l'établissement d'un mécanisme de consultation auquel participeront les responsables de l'Immigration du Canada et des Etats-Unis. En pratique, ces responsables entretiennent des rapports constants en vue d'harmoniser leurs procédures respectives concernant l'ALE et pour résoudre les problèmes relatifs à la mise en oeuvre permanente des dispositions du chapitre.

Préparé par: Section des Gens d'affaires - Libre-échange
Direction de l'Immigration des gens d'affaires
Emploi et Immigration Canada

APPENDICE I
CODES DE DISPENSE DE VALIDATION (ENSEIGNANTS)

Code E40

Les personnes engagées par des établissements d'enseignement postsecondaire (p.ex., universités, collèges communautaires, CEGEP et autres établissements d'enseignement semblables) à titre:

   a) de professeurs (échanges) qui viennent au Canada aux termes de la formule de réciprocité;
   b) de chargés de cours qui sont invités par un établissement d'enseignement postsecondaire pour donner une série de cours qui ne consituent pas un programme scolaire complet, et pour une période ne dépassant pas une année scolaire ni un semestre;
   c) de professeurs invités, pour une période ne dépassant pas deux années scolaires, pour occuper un poste dans un établissement d'enseignement postsecondaire et qui conservent leur poste à l'étranger. (Comme cette règle ne s'applique pas aux professeurs de cours d'été, les conditions voulues doivent être imposées.)
   d) de professeurs qui sollicitent le renouvellement de leur permis de travail, lorsque le permis initial leur a été accordé pour leur permettre de remplacer un professeur qui avait accepté d'exercer des fonctions spéciales, pour une période limitée, pour un gouvernement ou une entreprise, mais qui réoccupera son poste habituel;
   e) i) De temps à autre, les établissements d'enseignement auront la possibilité d'inviter des spécialistes de divers domaines, par exemple, gouvernement, entreprises, industrie du spectacle, religion (spécialistes éminents). Nombre de ces spécialistes peuvent être à la retraite ou en congé.
      ii) La valididation fondée sur l'annonce ne sera pas nécessaire, mais la preuve que la région au Canada approuve les dispositions voulues le sera avant qu'un permis de travail puisse être délivré à ces personnes.

APPENDICE II

PROFESSEURS D'UNIVERSITÉ

Le travail de ces spécialistes consiste à enseigner une ou plusieurs matières dans le cadre d'un programme donné; ils préparent et donnent des cours aux étudiants; dirigent des séminaires ou des séances de travaux pratiques en laboratoire; animent et dirigent les discussions d'une classe; préparent des bibliographies d'ouvrages spécialisés qu'ils demandent aux étudiants de lire en dehors des cours; préparent des examens, les font passer et notent les copies des étudiants; donnent des devoirs qu'ils notent; dirigent les programmes de recherches des étudiants diplômés; font eux-mêmes des recher-

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authorization to engage in employment may be granted for the length of the contract up to a maximum of twelve months.

If the appointment is for a period greater than twelve months, an extension of the employment authorization must later be requested and obtained. (A person who is in possession of a valid employment authorization is eligible to apply to extend the expiry date of the employment authorization at a Canada Immigration Centre (CIC) inland.)

Multiple extensions will not be approved routinely even though a lengthy appointment might have been indicated at the time of arrival in Canada. The longer the duration of temporary stay, the greater the onus will be on the individual, especially when requesting an extension of status, to satisfy an immigration officer of temporary intent. (The obligations of Chapter 15 of the FTA include not only the facilitation of temporary entry, but also the protection of indigenous labour and permanent employment.)

7. **Does the FTA allow temporary entry to undertake a temporary appointment in a permanent position?**
Yes. Many foreign workers in general are authorized to work temporarily in a permanent position that, for one reason or another, is temporarily vacant.

8. **Is the two-tier hiring procedure for temporary and permanent employment affected by the FTA?**
The procedures which apply to *permanent* employment are unaffected by the FTA. The two-tier advertising procedure required as part of the Canada Employment Centre (CEC) validation process continues for permanent appointments.

On the other hand, the FTA prohibits, as a condition for temporary entry, ". . .prior approval procedures, petitions, labour certification tests, or other procedures of similar effect." CEC validation (labour certification) is, therefore, prohibited for a *temporary* appointment. A two-tier hiring (advertising) process which is independent of a labour certification test or other procedure of similar effect* is permissible for a temporary appointment under the FTA.

A university can institute a 'Canadians-first'** hiring policy and not be in conflict with provisions of Chapter 15 or any other provisions of the FTA. The university would simply be exerting its prerogative as an employer.

Should a decision be made, though, to offer a temporary appointment to a teacher who is a United States citizen, then that person's entry to Canada and authorization to work will be facilitated through the provisions of Chapter 15 of the FTA.

* a 'procedure of similar effect' is an administrative or legal requirement which may have the consequence of delaying or preventing a person covered by Chapter 15 from engaging, or continuing to engage, in a covered profession, occupation, or activity. It does not include the immigration procedures established by Canada or the United States: 1/ to implement the provisions of Chapter 15 of the Free Trade Agreement, 2/ to ensure compliance with general entry requirements relating to public health, safety and national security.

** The term 'Canadians-first' refers to citizens and permanent residents of Canada.

9. **What happens when a university wishes to turn a temporary appointment under the FTA into a permanent appointment?**
Before a permanent appointment can be offered to a United States teacher, the university must comply with those procedures which are applicable to permanent employment. This means that the two-tier hiring procedure coupled with Canada Employment Centre validation of a job offer must be utilized.

10. **What immigration procedures apply to United States teachers coming to Canada to undertake temporary appointments?**
Teachers require employment authorizations to teach temporarily in Canada at a university, college or seminary. A United States citizen can apply for an employment authorization at a Canadian port-of entry and must provide the following documentation:
   a. evidence of United States citizenship (passport or birth certificate);
   b. a letter or signed contract from the institution providing full details of the temporary appointment including:
      - the nature of the position offered,
      - arragements for remuneration,
      educational qualifications required, and
      the duration of the appointment.
      While not mandatory, for the purpose of further facilitating entry at the border, it is recommended that the letter or contract specify that "the offer of employment is for a temporary appointment consistent with the terms of the Free Trade Agreement";
   c. evidence that the applicant holds at least a baccalaureate degree.

Applicants must, as well, be able to satisfy an immigration officer of general compliance with the requirements of the Immigration Act and Regulations, i.e., be in good health and have no criminal record.

Note: There is a processing fee for an employment authorization.

11. What immigration procedures apply to Canadian teachers going to the United States to undertake temporary appointments?
As mentioned earlier, one of the fundamental principles of the immigration chapter of the FTA is reciprocity. While the procedures at a United States port-of-entry may not be exactly the same as ours, Canadians will receive similar treatment and be subject to exactly the same criteria for facilitated temporary entry under the FTA. Canadians should contact a United States port-of-entry or consulate for full details.

12. **Can persons who are denied temporary entry under the FTA appeal such decisions, and will reasons for denials be given?**
The FTA contains no provisions for a person to appeal a decision refusing entry because of non-compliance with the requirements for implementing Chapter 15. In the event of a refusal to grant entry, officers will provide reasons for the refusal.

13. **Is there a means of assuring that Canadians and Americans are treated equally at both borders ?**
Yes. The immigration chapter of the FTA provides for a consultation procedure involving the participation of immigration officials of Canada and the United States. In practice these officials meet regularly to harmonize their respective FTA procedures and to resolve problems relating to the on-going implementation of the chapter.

Prepared by: Free Trade Business
Persons Section
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Employment and
Immigration Canada

Appendix 1
VALIDATION EXEMPT CODES (TEACHERS)

Code E40

Persons who are engaged by post-secondary educational institutions (i.e., universities, community colleges and similar institutions) as:

a) exchange professors coming to Canada on a reciprocal basis;
b) guest lecturers who are invited by a post-secondary institution to give a series of lectures which does not comprise a complete academic course and is for a period of less than one academic term or semester;
c) persons coming as visiting professors for a period of not more than two academic years to take a position with a post-secondary institution and who retain their former position abroad (as this does not apply to Summer Student instruction, appropriate terms and conditions should be imposed);
d) professors who seek renewal of their employment authorization, when the original authorization was granted to enable them to replace a professor, who had taken a special, limited-in-time assignment with government or business, but would be returning to his normal position;
e) i) Educational institutions from time to time will have opportunities to attract leaders in various fields, e.g., government, business, entertainment and religion, (eminent individuals). Many of these individuals may be retired or on leaves of absence.
   ii) While formal validation based on advertising will not be necessary, evidence that the Canadian region approves of the arrangement will be necessary before an authorization can be issued to such an individual.

Appendix 2
UNIVERSITY TEACHERS

The duties of a university teacher include: teaching one or more subjects within a prescribed curriculum; preparing and delivering lectures to students; conducting seminars or laboratory sessions; stimulating and guiding class discussions; compiling bibliographies of specialized materials for outside reading assignment; preparing and administering examinations and grading answer papers; assigning and marking essays; directing research programs of graduate students; conducting research in a particular field of knowledge, and publishing findings in books or professional journals; serving on faculty committees concerned with such matters as curriculum revision, academic planning and degree requirements; advising students on academic and other matters; assisting students with the conduct of various scholarly, cultural and political clubs or societies; providing professional consultative services to government, industry and private individuals; attending regional and international conferences dealing with academic specializations; and teaching as required in an adult education or university extension program, by means of correspondence courses or night classes. Teachers at this level usually specialize in one subject, or two or more related subjects.

Libre-échange

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ches dans un domaine particulier et publient leurs conclusions dans des livres ou des journaux professionnels; sont membres des comités de professeurs qui traitent de questions telles que la révision des programmes, l'organisation des cours et les conditions d'obtention des diplômes; conseillent les étudiants sur leurs études et sur d'autres questions; les aident à diriger divers clubs et associations culturelles et politiques; fournissent au gouvernement, à l'industrie et aux particuliers des services de consultation professionnelle; participent à des conférences régionales et internationales traitant de problèmes particuliers à l'enseignement; donnent, au besoin, des cours dans un programme d'éducation permanente, le soir ou par correspondance. Les professeurs, à ce niveau, sont généralement spécialisés dans une matière ou plusieurs matières connexes.

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ACCOUNTANCY

UNIVERSITY OF WATERLOO. Business Administration. Accounting. Applications are invited for faculty positions from those with teaching and research interests in (1) financial accounting, (2) finance, (3) management accounting and information systems, (4) auditing, (5) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1990 or by arrangement. Appointments available until positions filled. Send resumes to Dr. J.R. Hennq, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

ADMINISTRATION

UNIVERSITY OF REDINA. Faculty of Administration. Applications are invited from candidates interested in teaching in the following areas: Accounting, Industrial Relations and Marketing. The appointments will be made at the Assistant or Associate level and candidates should have completed their Ph.D. They should possess a commitment to teaching and have an established research track record. Consideration will be given to candidates who are ABD and also to candidates who have considerable industrial experience. Appointments will commence July 1, 1990. The Faculty of Administration offers a four year undergraduate program which has an optional coop work-study component. Students complete their first year in a faculty other than Administration and must possess a 70% average before they transfer to the Faculty. There are about 550 full time students in the final three years of their program. The Faculty also offers a part time Masters degree in Administration and has established a Management Development Program. There are 27 full time positions within the Faculty. The University of Regina is located in Saskatchewan's Capital city. It is part of Wascana Centre - a cluster of educational, cultural, recreational and governmental resources which include the Legislative Buildings, the Museum of Natural History, the Saskatchewan Centre of the Arts and many recreational sites. The University Campus will soon become the home of Westbridge Computer Corporation. This will provide the University with one of the largest computer facilities available in Canada. Regina is the Headquarters for many of the Province's Crown Corporations and a number of private companies have their head offices located in the city making it an ideal location for conducting research. For additional information on these positions please contact: Dr. Brad Weymes, Associate Dean, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2. Tel: Office 306 585 4011; Fax 306 585 4805; Bitnet:WEMYSSED@UREGINA1. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to the principle of employment equity.

ARCHAEOLOGY

YORK UNIVERSITY, Faculty of Arts, Department of Anthropology invites applications for a tenure-track position in archaeology at the Assistant Professor level. The appointment will be effective July 1, 1990 subject to final budgetary approval. The successful candidate must have a completed Ph.D. with extensive publications, a track-record in acquiring research grants, and a clear record of teaching achievement. Qualifications sought include: research interest in New World Archaeology (Meso-America); ethnohistory, especially Mayan-Spanish colonial relations; ethnography and ecology of tropical environments; knowledge of archival and museum cataloguing principles and procedures; knowledge of, and experience with, computer cataloguing of artifactural data; competence and experience in design and preparation of materials for museum display; administrative experience in developing programmes in archeology in university and/or museum/government contexts. Applications, with curriculum vitae and the names of three references, should be sent to: Gus Thalis, Chair, Department of Anthropology, York University, North York, Ontario M3J 1P3. Deadline for applications is June 1, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

ART EDUCATION

CONCORDIA UNIVERSITY. The Department of Art Education and Art Therapy has a full-time one-year 1990-91 limited term appointment position (sabbatical leave replacement) available pending budgetary approval. The appointee may be asked to teach seminar/practicum courses in teaching art and qualitative research at the undergraduate, M.A. and Ph.D. levels in Art Education. Candidates should have a masters or doctorate in Art Education. The following are desirable: an outstanding record of research/studio and teaching and knowledge of French. Salary will be commensurate with the individual's qualifications and experience. Letters of application must be accompanied by a complete curriculum vitae and the names of three people who would be prepared to serve as references. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please address application to: Elizabeth J. Secca, Chair, Department of Art Education and Art Therapy, Faculty of Fine Arts, Concordia University, 1395 Rene Levesque Blvd., Montreal, Quebec, H3G 2M5.

CONCORDIA UNIVERSITY. The Department of Art Education and Art Therapy has a full-time one year 1990-91 limited term appointment position (sabbatical leave replacement) available pending budgetary approval. The appointee will teach studio and seminar courses at the Diploma and M.A. levels in Art Education. Candidates should have a Masters degree or Doctorate degree in Art Education. The following are desirable: an outstanding record of research/studio and teaching and knowledge of French. Salary will be commensurate with the individual's qualifications and experience. Letters of application must be accompanied by a complete curriculum vitae and the names of three people who would be prepared to serve as references. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please address application to: Elizabeth J. Secca, Chair, Department of Art Education and Art Therapy, Faculty of Fine Arts, Concordia University, 1395 Rene Levesque Blvd., Montreal, Quebec, H3G 2M5.

ASTRONOMY

THE UNIVERSITY OF WESTERN ONTARIO. Faculty Position in Physics or Planetary Atmospheres. The University of Western Ontario is advertising for two tenure-track appointments at the Assistant Professor level in fields relating to a new interdisciplinary programme in Environmental Sciences. One of these positions may be awarded to a candidate specializing in the physics of planetary atmospheres. The appointee is expected to establish a vigorous independent research programme, while participating energetically both in the environmental sciences programme and in the programmes of the Department of Astronomy. The Department of Astronomy is an active centre of research within the University, with several faculty working mostly in areas related to stellar atmospheres and circumstellar material, and stellar interiors. Facilities available to the Department include a 1.2-metre telescope equipped with high- and low-resolution spectrographs, a filter polarimeter, and a two-channel photometer; VAX and Cyber 962 mainframe computers and an ETA 10-P supercomputer, and an excellent library. Applicants are expected to have a Ph.D. in an appropriate field and at least two years postdoctoral experience. A strong commitment to both teaching and research is required. Salary will depend upon qualifications. The initial appointment will be for three years. Applications including a curriculum vitae, a outline of proposed research, and the names of three referees should be sent to Dr. J.D. Landstreet, Department of Astronomy, The University of Western Ontario, London, Ontario, Canada, N6A 3K7, before June 30, 1990. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this ed is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO. The Department of Astronomy of the University of Western Ontario is seeking a person to teach for one year starting in the summer of 1990 at the Lecturer level, to replace a faculty member on leave. It may be possible to arrange a second year for the position depending on available funds. We are seeking a person with a strong interest in teaching, as well as e significant research programme. The Department of Astronomy is an active centre of research, with several faculty working mostly in areas related to stellar atmospheres, circumstellar materiel, and stellar interiors. Facilities available to the Department include a 1.2-meter telescope equipped with high- and low-resolution spectrographs, e filter polarimeter, and a two-channel photometer; VAX and Cyber 962 mainframe computers and an ETA 10-P supercomputer; and an excellent library. Applicants are expected to have e Ph.D. in astronomy or e related field and at least one year of post doctoral experience. Strong teaching experience is an asset. Applications including a curriculum vitee and the names of three referees should be sent to Dr. J.D. Landstreet, Department of Astronomy, The University of Western Ontario, London, Canada, N6A 3K7. Applications will close when the position is filled. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens and Permanent Residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.

ATMOSPHERIC CHEMISTRY

YORK UNIVERSITY, Department of Chemistry. Applications are invited for the recently endowed Guy Warwick Rogers Chair in Atmospheric Chemistry, e tenured position. It is expected that applicants will be familiar with modern laboratory and field studies of atmospheric chemical processes, instrumental procedures for field measurement of significant molecular species and computer modelling of the physical and chemicel processes of the atmosphere. Intemetional recognition in at least one of these areas is desired. Atmospheric Chemistry is an area of teaching and research emphasis within the Faculty of Pure and Applied Science at York University. The Chemistry Department offers both undergreduate and graduate degree programs in this field. The University also has esteblished the Centre for Atmospheric Chemistry (CAC) to foster interdisciplinary research in this area. The Canedien Institute for Research in Atmospheric Chemistry (CIRAC), which includes participants from the academic, private and govemmenl seciors, also is located on the campus. The successful candidate will be expected to contribute to the continued development oi CAC end CIRAC, end to provide leadership with respect to collaborative research programs. The closing date for applications is August 1, 1990. Applications will be reviewed es received. Applications consisting of e curriculum vitae, and statement of current research activities and interests, and the names and addresses of three referees should be sent to Dr. H. Niki, Chair, Search Committee, Department of Chemistry, York University, 4700 Keele St., North York, Ontario, Canede M3J 1P3. In accordance with Canedian employment and immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. York University is implementing e policy of emplqyment equity. Qualified women end men are invited to epply.

BIOCHEMISTRY

UNIVERSITY OF BRITISH COLUMBIA. Biochemistry. Applications are invited for a Research Associate position to study the structure and mechanism of the energy-dependent transhydrogenase. At least three years experience in enzyme mechanisms and molecular biology is required. The position is available immediately. The salary is governed by MRC rates. The deadline for applications is May 31st, 1990. Please send a curriculum vitae and references of three referees to Dr. Philip Bragg, Department of Biochemistry, University of British Columbia, Vancouver, B.C. V6T 1W5. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Supervisor - Food Processing Pilot Plant, Department of Biochemistry. Duties: The successful applicant will be responsible for supervising, coordinating and supervising the day-to-day operation of the Food Processing Pilot Plant. Duties include co-ordinating and maintaining facilities available for teaching, research and development and related service activities; establishing priorities to meet assignment schedules based upon equipment capacity; ensuring that facilities are maintained in appropriate manner including mechanical and sanitation levels; preparing equipment and supplies for teaching sessions, as requested; recommending procedural changes to improve equipment performance and quality of product or service; estimating supply and equipment requirements based upon anticipated teaching and research levels; contacting suppliers to obtain purchase information; compiling budget estimates for discussion and preparing related purchase documents. Performs other related duties as required. Qualifications: Considerable experience (3-5 years) in professional food unit processing operations; preferably with a masters degree in Food Science; or any equivalent combination of experience and training. Salary: Commensurate with qualifications and experience on the salary scale of $29,677 - $40,156. Closing Date: June 15, 1990. Competition No.: BCH-017-90-01. Please apply in writing stating competition number, and giving details of qualifications, training, and experience, and the names of three sources of reference, and submit to: Director of Human Resources, Memorial University of Newfoundland, St. John's, NF, A1C 5S7.

BIOLOGICAL SCIENCES

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. Director - School of Biological Sciences. During 1989 a review of Biological Sciences in the University of Auckland was completed. The University Council has endorsed the broad thrust of the Review Report and called the desirability of obtaining e greater coherence and coordination in the Biological Sciences which would strengthen teaching and research. Accordingly, Council has decided thet e School of Biological Sciences be established, incorporating initially the existing Departments of Biochemistry, Botany, Cellular & Molecular Biology, and Zoology, and that a Director be appointed. The School will be constituted from the date the Director takes up his or her appointment. The Director, alter e reasonable period, and following consultation with the Departments concerned, will make recommendations to Council on other changes sought by the Review Committee. Applicants must have high academic qualifications, an intemetional scientific reputation, e broad background in biological science, an appreciation of biological problems, e familiarity with molecular biology, and a vision for the potential of biology in New Zealand. Initially, the Director will be required to recommend on the remaining recommendations of the Review Committee and develop the administration and inirastructure of the School to aneble the necessary changes to be made in the longer term. The Director will be responsible for the organizelion and encouragement of teaching and research within the School of Biological Sciences, for expenditure, ior advising on the appointment of academic research and technicel staff, for proposals on building requirements and accommodation, and generally carrying out all administrative duties required to ensure lhe School's efficient operation end development. The appointment will be at Professorial level, the salary range being $NZ77,000 - $NZ96,000 at present. Conditions of Appointment (which incorporate the recommendations of the Review Committee) and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Privete Beg, Auckland. Applications should be forwarded as soon as possible but not later than the closing dete 15 June 1990. The University of Auckland An Equal Employment Opportunity Employer.

BIOLOGY

CONCORDIA UNIVERSITY. Applications are invited for e ten month sabbatical leave replacement position in the area of environmental toxicology/animel biology. Applicants must heve a Ph.D. and some teaching experience. The successful candidate will be expected to teach a besic, introductory undergraduate course in animal biology, and graduate diplome courses in ecotoxicology. An excellent aquatic toxicology laboratory and analytical facilities will be available, and involvement in the research program in ecotoxicology will be encouraged. Please send curriculum vitee and the names of three referees to: Dr. Paul Wilden, Chair, Biology Department, Concordia University, 1455 de Meisonneuve Blvd. West, Montreal, Quebec H3G 1M8. This competition is restricted to Canadian citizens and permanent residents.

McMASTER UNIVERSITY. Postdoctoral Fellow in Electrophysiology. A postdoctoral position is available preferably for someone with prior background in electrophysiological recording and analysis of electrophysiological data. This individual will collaborate on ongoing studies of transduction mechenisms in short and long-term cultures of chemosensory cells and sensory neurons. The methods involve routine application of patch clamp, whole-cell recording techniques to isolated cells in culture as well as cell identification by fluorescent techniques. The initial appointment is for one year and maybe renewed for at least another year. Intended starting time is July 1, 1990 but this is negotiable. Send curriculum vitee including the names, eddresses and telephone numbers of three referees by June 1, 1990 to: Dr. C.A. Nurse, Department of Biology, McMestet University, 1280 Main Street West, Hamilton, Ontario, Canede L8S 4K1. McMaster University is an equel opportunity employer.

BUSINESS ADMINISTRATION & COMMERCE

UNIVERSITY OF PRINCE EDWARD ISLAND. Applications are invited for full-time lenure track positions in Finance, Marketing and Accounting. Qualification for the positions in Finance and Marketing is Ph.D. completion or near completion. Term positions may be available for applicants holding an M.B.A. degree. Qualifications for the tenure track positions in Accounting are an M.B.A. or B.B.A., C.A. designation and e strong working knowledge of computer-based accounting systems. Salary and rank for all positions are competitive and depend on qualifications. Positions are subject to budgetary approval. Send curriculum vitee and the names and eddresses of referees to Professor Robert O'Rourke, Dean, School of Business Administration, University of Prince Edward Island, Charlottetown, P.E.I., C1A 4P3. The University of Prince Edward Island is committed to the principle of employment equity.

ALGOMA UNIVERSITY COLLEGE invites applications for a tenure-stream faculty position in Business Administration. This position is subject to budget approval and is directed to Canadian citizens and permanent residents. A Ph.D. is preferred; however candidates with a Master's Degree may be considered for a term appointment. Applicants should send a current curriculum vitae, with names and addresses of three references, to: Professor J. Gibson, Academic Deen, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario P6A 2G4. Deadline for applications - when position is filled.

THE UNIVERSITY OF NEW BRUNSWICK, FREDERICTON. Faculty of Administration invites applications in: Accounting, Finence, International Business, Marketing, Management Information Systems, Menegement: Introduction to Business/Micro-Organizational Behaviour, Quentitative Methods. Qualification for tenure track positions in ell disciplines is Ph.D. completion or neer completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with e very strong record of demonstrated achievement will be considered for the rank of full professor. Term positions et the ranks of Lecturer and Assistant Professor may be available for applicants holding an MBA degree or MBA with a CA designation. Persons with tenured positions elsewhere may apply for visiting appointments. Appointments effective July 1, 1990 or January 1, 1991 as convenient. Successful candidates will teach in the BBA, MBA and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. (Some positions are subject to budgetary provisions). Submit curriculum vitee and names and eddresses of three referees to Dr. Ronald G. Storey, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3. The University of New Brunswick is committed to the principle of Employment Equity.

McMASTER UNIVERSITY. Faculty of Business. Applications are invited from candidates with qualifications in one or more of the following areas: (i) Accounting; (ii) Finance; (iii) Human Resources

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and Labour Relations; (IV) Marketing/International Business/Business Policy; rank of Assistant, Associate or Professor, depending on qualifications and experience. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary will be commensurate with qualifications, teaching and practical experience. All positions subject to budgetary approval. Applications should be sent to: Dr. William G. Truscott, Dean, Faculty of Business, McMaster University, Hamilton, Ontario L8S 4M4.

CHEMISTRY

THE UNIVERSITY OF BRITISH COLUMBIA. The Department of Chemistry, University of British Columbia, invites applications for a full-time, eight-month sessional lecturer in inorganic chemistry from September 1, 1990 to April 30, 1991. Minimum salary for a full-time lecturer presently is $2,550. per month and is under review for the 1990/91 academic year. A Ph.D. in inorganic chemistry is required and post doctoral experience preferable. The successful candidate will be expected to teach undergraduate courses in inorganic chemistry. The University of British Columbia is committed to the Federal Government's Employment Equity Program and encourages applications from all qualified individuals. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications consisting of a curriculum vitae, list of publications, and the names and addresses of three references should be sent to: Larry Weiler, Professor and Head, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver, British Columbia, V6T 1Y6. Closing date for applications is July 1, 1990.

QUEEN'S UNIVERSITY, Department of Chemistry. Research Associate in Crystallography. A position is immediately available for a research associate for a 2-3 year period. The research will be primarily in the theory of direct methods and their applications to protein structures. It will focus on the design and building of a knowledge-based system for solving crystal structures which uses an artificial intelligence intrestructure to combine direct methods strategies with crystallographic database information. Applicant should have a Ph.D. in crystallography and have expertise in direct methode and computing. Minimum salary is $23,000. Candidates desiring date for receipt of applications is June 15, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae and the names of three references to: Dr. Suzanne Fortier, Department of Chemistry, Queen's University, Kingston, Canada, K7L 3N6 FAX: 613-545-6869; **BITNET: FORTIER@QUCDN.**

BROCK UNIVERSITY, Faculty Appointment in Chemistry. The Department of Chemistry at Brock University is seeking applicants for a faculty appointment to commence between July 1, 1990 and January 1, 1991. The successful candidate will be expected to establish a viable research programme in addition to carrying a normal teaching load in the Department. Applicants from all areas of chemistry will be considered, but we are particularly interested in applications from those with e trong background in biophysical or bioorganic chemistry. The position is a three-year term appointment. Extension of the appointment beyond the initial 3 year period cannot be guaranteed at this time, but several vacancies for tenure-track positions as a consequence of retirement are expected to occur in the mid 1990's. Brock University is an equal opportunity employer. Qualified women and minority candidates are especially encouraged to apply. Applications including e curriculum vitae, the names or at least three referees, and e detailed research plan should be sent se soon ss possible. Candidates can expedite matters by having referees write the Department directly. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Applications will be accepted until the position is filled. Dr. Mary Frances Richardson, Search Committee Co-ordinator, Department of Chemistry, Brock University, St. Catharines, Ontario L2S 3A1, Canada. Smoking at Brock University is strictly prohibited.

THE UNIVERSITY OF WESTERN ONTARIO. Assistent/Associate Professor: Organic Chemistry. The Department of Chemistry at The University of Western Ontario is seeking candidates for a tenure track Assistant/Associate Professor position in Organic Chemistry, to commence Summer, 1991. Applicants must hold a Ph.D. degree and have at least one year of post-doctoral experience. Outstanding applicants in any area of Organic Chemistry are invited to apply. The Department, with over thirty full-time faculty, has a strong commitment to world-class research. The Department feciilties and funding compare favourebly with the best in Canada. Curricula vitae, including research proposals and the names oi at least three referees, should be received by June 30, 1990. In accordance with Canadian immigration requirements, the advertisement ie directed to Canadian citizens and permanent residents. This position is subject to budget approval. Write to: Dr. G.M. Bancroft, Chairman, Department of Chemistry, The Univerelty of Western Ontario, London, Ontario, N6A 5B7. The Univerelty of Western Ontario is an Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO. The Departments of Chemistry and Geology invite applications for e tenure track appointment at the Assistant Professor level in Environmental Chemistry. Candidates should have a Ph.D., should show exceptional promise in research and have a strong commitment to developing a strong research program in any area of environmental chemistry or geochemistry. Candidates with expertise in analytical environmental chemistry, atmospheric chemistry, surface chemistry and geochemistry, biogeochemistry or interface feels of environmental geochemistry are particularly encouraged to apply. Responsibilities may include teaching courses in our new analytical/environmental chemistry programs, supervising graduate students and developing e vigorous, independent research program. The appointment will be in the Chemistry Department or joint in the Chemistry and Geology Departments. The Departments of Geology and Chemistry have modern analytical facilities at both the undergraduate and graduate levels, including particular expertise and excellent facilities for unstable isotope studies and surface analytical research. Application materials, including curriculum vitas, publication list, brief statement of research plans and teaching interests, and names and telephone number of three referees should be sent to W.S. Fyfe, Dean of Science, Biological and Natural Sciences Centre, University of Western Ontario, London, Ontario N6A 5B7 by June 30, 1990. For further information, plea contact G.M. Bancroft, Chairman, Dept. of Chemistry or R.W. Hedder, Chairman, Dept. of Geology. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. This position is subject to budget approval. The University of Western Ontario is an Equal Opportunity Employer.

CHEMISTRY & BIOCHEMISTRY

UNIVERSITY OF WINNIPEG, Department of Chemistry. Applications are invited for e tenure-treck position in Biochemistry or Bio-organic Chemistry at the rank of Assistant Professor. Appointment will commence either November 1, 1990 or July 1, 1991 (negotiable). Candidates must possess a Ph.D. in Biochemistry or Chemistry, preferably with some postdoctoral research experience. The University is primarily an undergraduate institution and is committed to excellence in teaching and research. The Department offers a program leading to a major in Chemistry, including a co-op option, and participates in the interdisciplinary Molecular Biology program. The successful candidate will be expected to teach Biochemistry and some introductory Organic Chemistry and to develop a research program in Biochemistry or Bio-organic Chemistry. The closing date for applications for the position is to be filled; early application for either of the start dates is encouraged. Send curriculum vitae, research proposal, and the names and addresses of three referees to: Dr. G. Tomlinson, Chair, Biochemistry Search Committee, Department of Chemistry, University of Winnipeg, Winnipeg, Manitoba R3B 2E9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply. This position is dependent on budgetary considerations.

COGNITIVE SCIENCE

McGILL UNIVERSITY. Applications are invited for a position of Research Associate in the Laboratory of Applied Cognitive Science, McGill Cognitive Science Centre. The position is for e new or recent Ph.D. in the areas of human problem solving and the application of artificial models to instruction and diagnostic evaluation of knowledge and skill. We are particularly interested in candidates whose research is pertinent to medicine or science and who use of computers to train problem-solving skills. This position is open immediately and is for a three-year term with possible extension to tenure-track appointment. Appointees will be expected to contribute to the research activities of the department, develop an individual research program, and contribute to graduate training in applied cognitive science within the Department of Education, Psychology and Counselling. The current salery for this position is $35,000 per annum. Letters of application, curriculum vitse, and the names and addresses of three referees should be sent by June 15 to: Dr. Carl H. Frederiksen, Director, Laboratory of Applied Cognitive Science, McGill University, 3700 McTevish St., Montreal, Quebec H3A 1Y2, in eccordance with Canadien immigration requirements, priority will be given to Canadian citizens and permanent residents.

COMPUTER SCIENCE

CENTRE DE RECHERCHE INFORMATIQUE DE MONTREAL. Chercheurs et Chercheuses en informatique. Le Centre de recherche informatique de Montréal (CRIM) est une corporation sans but lucratif, qui se consacre à des activités de R-D visant à l'excellence, ainsi qu'eu transfert de technologies dane des domaines spécifiques de l'informatique et de ses applications. Le CRIM ouvre des postes de cherchaur(e)s pour oeuvrer au sein de ses équipes de recherche. Fonctions: Participer aux projets de recherche conjoints aux diverses industries. Domaine privilégié: génie logiciel, spécialisation souhaitée en: support et assistance automatique pour la conception du logiciel et sa réutilisation; rétro-ingénierie (reverse engineering). Connaissances en intelligence artificielle seraient un atout. Exigences: Doctorat en informatique avec publications. Expérience dans l'industrie souhaitée. Priorité aux citoyens canadiens et aux résidente. Le connaissance du français serait un atout. Les personnes intéressées peuvent envoyer leur c.v. avant le 31 mai 1990 à: Dr. Jacqueline Bourdeau, Centre de recherche informatique de Montréal, 1550, boul. de Maisonneuve ouest, Bureau 1000, Montréal (Québec) H3G 1N2.

CENTRE DE RECHERCHE INFORMATIQUE DE MONTREAL. Computer Science Researchers. The Centre de recherche Informatique de Montréal (CRIM) is a non-profit corporation focusing on excellence in research and development and on the transfer of information technologies and their applications. CRIM is seeking Computer Science Researchers to join its research groups. Responsibilities: Participation in joint university-industry research projects. Domain: software engineering. Specialization: automatic support and assistance for software design and reuse; reverse engineering. Knowledge of artificial intelligence is an asset. Qualifications: The applicant must hold e Ph.D. in computer science with sufficient publication. Industrial experience is sought. Priority will be given to Canadian citizens and landed Immigrants. Knowledge of French is desirable. Qualified candidates may apply by sending e resume before May 31, 1990 to: Dr. Jacqueline Bourdeau, Centre de recherche informatique de Montréal, 1550 de Maisonneuve Blvd. West, Suite 1000, Montréal (Québec) H3G 1N2.

UNIVERSITY OF TORONTO. Research Associate in Knowledge Base Management. The Government of Canada has established a Network of Centres of Excellence named IRIS (Institute for Robotics and Intelligent Systems), with one of its projects ("Database Technlques for Knowledge Base Management") based in the Department of Computer Science at the University of Toronto. A Research Associate position is available, funded by this project, with funding guaranteed for up to two years. The successful applicant must hold e Ph.D. in Computer Science with specialty in areas related to database and knowledge bases, and must possess e strong research record. Ideal candidates will have broad interests and talents across theoretical and practical areas. Applicefions should be sent by June 1, 1990 to: Professor Derek G. Cornell, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 1A4, Canada. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions.

UNIVERSITY OF TORONTO. Research Associates and Limited Term Faculty. The Department of Computer Science, University of Toronto invites applications for tenure-track positions starting from various granting agencies, including the Government of Canada's Network of Centres of Excellence program. Further, it is committing Research Associate positions and Limited Term Faculty positions are available in the following areas: Artificial Intelligence (including Neural Networks, Computer Vision, Robotics, Knowledge Representation); Theoretical Computer Science (including Complexity Theory, Numerical Analysis); Systems (including Computer Systems, Graphics, Software Systems). Applications should be sent by June 1, 1990 to Professor Derek G. Cornell, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 1A4, Canada. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions.

UNIVERSITY OF WINNIPEG. The Business Computing Programme invites applications for a tenure-track position. Level of appointment and salary will be commensurate with qualifications and experience. The position will take effect on or before September 1, 1990. Applicants with a Ph.D. in Computer Science (or e related discipline) coupled with commercial experience in a business environment, and applicants with e Master's degree and significant computing experience in e business environment will be considered. The applicant must have e strong commitment to effective teaching and research. Experience in database systems, data communications, systems analysis and design, software engineering, advanced programming techniques, project management and knowledge-based systems would be an asset. Duties will include teaching undergraduate courses in Business Computing, administration, and research in related computing area. The University has VAX and CDC minicomputers, microcomputer labs, and remote access to mainframe computers and an Amdahl mainframe. These computers are available for teaching and research. Applications, with e detailed curriculum vitae, should be sent to: Dr. A. Basilevsky, Chair, Search Committee, Department of Mathematics and Statistics, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. In addition, three referees should be requested to send letters of reference directly to the above address. Closing date for receipt of applications is July 15, 1990, or when position is filled. This position is subject to budgetary constraints. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. The Department of Computer Science, Concordia University, is seeking qualified candidates for tenure track faculty positions at all levels, in the areas of Programming Languages, Software Engineering, Expert Systems and Machine Intelligence. Applicants should have a Ph.D. degree in Computer Science or related field with a strong research record. Salary and benefits are attractive and negotiable. The Department currently has 26 full-time professors. It offers both undergraduate and graduate programs up to the Ph.D. and graduate level, research and administrative duties. Bilingualism (French and English) is essential in accordance with immigration regulations this advertisement is addressed to Canadian citizens or landed immigrants. Applications will be accepted until the positions are filled. To apply, send curriculum vitae (and have three letters of reference sent directly) to Ivan Rival, Chairman, Department of Computer Science, University of Ottawa, Ottawa, Ontario K1N 6N5.

L'UNIVERSITE D'OTTAWA département d'intermédiaire, présentement pour des professeurs(es) à temps plein. On demande un doctorat en informatique (de préférence). Nos spécialités de recherche sont: intelligence artificielle, informatique répartie, protocoles, simulation et théorie. Nous sommes aussi particulièrement intéressés à rehausser les domaines des bases de données, langages de programmation, systèmes d'exploitation, systémes en temps réel et génie des logiciels. La charge de travail comprend l'enseignement au niveaux du baccalauréat et de la maitrise, de la recherche, et des charges administratives. Le bilinguisme est essentiel. D'après les normes d'immigration cette annonce vise les citoyens canadiens ou immigrants reçus. Les applications seront acceptées tant que les postes ne seront pas remplis. Envoyez votre curriculum vitae (ainsi que trois lettres de référence directement) à: Ivan Rival, Directeur, Département d'informatique, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

COUNSELLING SERVICES

MEMORIAL UNIVERSITY OF NEWFOUNDLAND, Counselling Centre. Counsellor/Clinical Psychologist/Assistent Professor in Counselling. Qualifications: Doctorate in Counselling or Clinical Psychology from a recognized university. One year term appointment in the University Counselling Centre effective June 1, 1990. We are seeking a generalist who has additional interest and skill in one of several special areas such as career planning or health-oriented counselling. In addition to involvement in a broad range of disciplinary training program and a newly developed predoctoral internship program, duties will include personal and group counselling, consultation and liaison across a broad spectrum of student concerns. Salary levels are competitive and negotiable depending on qualifications and experience. Address correspondence to: Dr. B. Mark Schoenberg, Professor and Director, University Counselling Service, Memorial University of Newfoundland, St. John's, NF A1C 5S7. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

DEVELOPMENTAL STUDIES

THE UNIVERSITY OF WINNIPEG. Developmental Studies. Child Development and Child Care Program. Applications are invited for a one-year sessional appointment at the level of Assistant Professor to commence September 1, 1990 or earlier. Required qualifications include a Ph.D. in the field of Early Childhood Development and Special Needs with preference given to those with experience in language disorders or behavioral and emotional disturbances. University teaching experience is also required. A background in administration and day care management is desirable. Responsibilities include: (a) teaching undergraduate courses in child development, speech and language disorders, behavioral and emotional disturbances, and/or day care management and administration; (b) supervising 4th year internships in special needs and/or day care management and administration; (c) developing the program in Child Development and Child Care, related to the applicant's field of interest; and (d) other administrative duties, as required. The closing date for applications is July 15, 1990. Interested candidates should send a letter of application, a curriculum vitae, an indication of their interest, and 3 letters of reference to: Dr. L. Polyzoi, Coordinator, Developmental Studies, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9; Telephone (204) 786-9165 or (204) 786-9762. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Women and men are encouraged to apply. Budgetary constraints may affect appointment.

THE UNIVERSITY OF WINNIPEG. Developmental Studies. Child Development and Child Care Program. Applications are invited for the position of Internship Coordinator/Instructor. This is a one-year sessional appointment to commence September 1, 1990 or earlier. Required qualifications include at least a M.A. in the field of Early Childhood Development with a focus on either special needs or day care management. Extensive experience with day care systems in Manitoba, administrative/supervisory experience in a day care setting or related field, and previous teaching at the University level are desirable. Responsibilities include (a) coordinating fourth year student internship placements in special needs, and day care management and administration; (b) teaching undergraduate seminar courses related to these two internships; and (c) other administrative duties as required. The closing date for applications is July 15, 1990. Interested candidates should send a letter of application, a curriculum vitae, and 3 letters of reference to: Dr. L. Polyzoi, Coordinator, Developmental Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9; Telephone (204) 786-9165 or (204) 786-9762. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents of Canada. Women and men are encouraged to apply. Budgetary constraints may affect appointment.

L'UNIVERSITE D'OTTAWA département d'intermédiaire, présentement pour des professeurs(es) à temps plein. On demande un doctorat en informatique (de préférence). Nos spécialités de recherche sont: intelligence artificielle, informatique répartie, protocoles, simulation et théorie. Nous sommes aussi particulièrement intéressés à rehausser les domaines des bases de données, langages de programmation, systèmes d'exploitation, systémes en temps réel et génie des logiciels. La charge de travail comprend l'enseignement au niveaux du baccalauréat et de la maitrise, de la recherche, et des charges administratives. Le bilinguisme est essentiel. D'après les normes d'immigration cette annonce vise les citoyens canadiens ou immigrants reçus. Les applications seront acceptées tant que les postes ne seront pas remplis. Envoyez votre curriculum vitae (ainsi que trois lettres de référence directement) à: Ivan Rival, Directeur, Département d'informatique, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

DRAMA

UNIVERSITY OF WATERLOO. The Drama Group at the University of Waterloo invites applications for a tenure track position at the level of Assistant or Associate Professor. This position is subject to budgetary approval. The candidate should have a background in the professional theatre that may be considered the equivalent of e Ph.D. Some administrative experience and a good understanding of the acsdemic world is preferred. Salary will depend on the candidate's qualifications. In addition to the application to be complete, e curriculum vitse of the candidate, and the names of three referees are required. The Drama Program has five full-time faculty, with a number of sessional appointments, access to two fully equipped large theatres and one smaller rehearsal space. It offers both practical and academic courses in Drama and Speech Communication leading to a B.A. degree, within the context of a liberal arts education. In accordence with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to the Chairman, Drama Group, University of Waterloo, Waterloo, Ontario, N2L 3G1. It is the intention of the University of Waterloo to fill its vacancies with Assistant Professors whenever possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

UNIVERSITY OF ALBERTA, Department of Drama. Applications are invited for a tenure track position in Dramatic Theory, Literature and Criticism. The University of Alberta Drama Department requires a specialist in Dramatic Theory with scholarly expertise in the areas of literature and criticism, and theatre history. Candidates should have a record of publication and be actively engaged in research. Experience in dramaturgy would be an asset. The successful applicant will assume leadership of the Graduate Committee of the Department and will be expected to teach and supervise students at the graduate and undergraduate levels. The appointment is effective July 1, 1990 (or negotiable). The Department offers a wide variety of programs, including the B.A. (5 options Honours; professional M.F.A. degrees in Directing, Theatre Design and Playwriting, and professional conservatory B.F.A. degrees in Acting and Design. The Department has excellent facilities, with seminar and lecture rooms, voice, acting and movement studios and three theatres. A new fully equipped teaching theatre will open in January 1994. The appointment will be at the Assistant Professor level (1988-90 salary range starts at $34,970). Letters of application with full curriculum vitae, should be sent to Professor Richard Epp, Chair, Department of Drama, 3-146 Fine Arts Centre, University of Alberta, Edmonton, Alberta, T6G 2C9. Applicants should also arrange for three confidential letters of reference and academic transcripts (if appropriate) to be sent to the above address. Deadline for receipt of applications is May 31, 1990. The University of Alberta is committed to the principle of equity in employment, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DRAMATIC ARTS

THE UNIVERSITY OF LETHBRIDGE. School of Fine Arts. Department of Dramatic Arts. 1. Title: Assistent Professor; probationary tenure-track appointment. 2. Qualifications: Specialist in Theatre for Young Audiences; M.F.A. degree or equivalent; professional theatre experience and university teaching experience are preferred. In accordance with the Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. Women and men are encouraged to apply for this position. 3. Responsibilities: Teaching in Dramatic Arts; artistic direction of Theatre for young audiences with some teaching of improvisation and introduction to dramatic arts; directing of annual performance or design; directing of major productions in the Department. 4. Salary (1989/90): Assistant Professor $33,700 minimum. The School of Fine Arts comprises the Departments of Drmatic Arts, Art and Music, together with a number of ancillary units. Drama majors proceed towards e B.F.A. in design or performance in the School of Fine Arts, or towards e B.A. or B.Ed. in the Faculties of Arts & Science or Education. There are eight full-time teculty members in Dramatic Arts, together with a support staff of production specialists. The Department is housed in the University's Centre for the Arts which includes four performance spaces, studios and workshops. 5. Applications: Applicants should submit a curriculum vitse together with the names of three referees and should be sent in confidence to: Professor Richard Epp, Chair, Department of Dramatfc Arts, The Univer-

sity of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. 6. Effective Date: July 1, 1990 or when filled. 7. Closing Date: May 31, 1990.

EARTH SCIENCES

UNIVERSITY OF WATERLOO. Department of Earth Sciences. Applications are invited for a faculty position in the Assistant or Junior Associate Professor rank. The applicant should have a strong commitment to excellence in undergraduate and graduate teaching. Preference will be given to those applicants with research interests in rock mechanics, soil mechanics and engineering geology. The department currently has one of the largest undergraduate and graduate enrolments in Canada, and offers a Cooperative undergraduate education. With the Department of Civil Engineering it operates a cooperative programme in Geological Engineering. The successful applicant will be expected to play a significant role in the operation of this Geological Engineering undergraduate programme, and can expect to be cross-appointed in the Department of Civil Engineering. Both MSc and PhD degrees are offered in engineering geology, and the Department has varied and extensive research programmes in almost all areas of the geosciences. Salary will be commensurate with experience. The position is effective from July 1, 1990 or later. The deadline for applications is May 31, 1990. In order for an application to be complete, a curriculum vitae of the candidate, and three letters of reference, sent directly from the referees, are required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to Dr. S.K. Frepe, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1. It is the intention of the University of Waterloo to fill its vacancies with assistant professors, wherever possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

ECONOMICS

UNIVERSITY OF VICTORIA. Department of Economics. Applications are invited for a full-time eight-month visiting appointment from 1 September 1990. Candidates should have some teaching experience and at least all requirements for the Ph.D. except the thesis. Teaching duties will include principles of economics, Intermediate theory, Introductory statistics and possibly one or more of the following: natural resource economics, problems of Canadian economic policy, others. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Please send applications, including curriculum vitae and the names of three referees, to: John A. Schofield, Chair, Department of Economics, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Applications should be submitted as soon as possible and no later than 31 May 1990. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply.

EDUCATION

UNIVERSITY OF SASKATCHEWAN. College of Education. Indian and Northern Education Program. The College of Education invites applications for a twelve-month appointment in the Indian and Northern Education Program - July 1, 1990 to June 30, 1991. Qualifications: Preference will be given to candidates with a Ph.D. or near completion of doctoral studies and successful experience in Indian, Metis or Inuit education. Facility in an Indian language an asset. Duties to include: 1. Teaching of undergraduate classes in the principles and practices of cross-cultural education; 2. Teaching of graduate classes in the principles and practices of Indian and Northern Education; 3. Advise and counsel graduate and undergraduate students; and 4. Supervision of student teachers. An application, including a curriculum vitae and names and addresses of three referees, should be sent to: Dr. Sam Robinson, Associate Dean, College of Education, University of Saskatchewan, Saskatoon, Sask., S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline: June 1, 1990. For further information about this position, contact Dr. Del M. Koenig at (306)-966-7576.

UNIVERSITY OF SASKATCHEWAN. Social Studies Education/French Immersion. The Department of Curriculum Studies invites applications for a tenure-track position at the Assistant Professor rank in the area of Social Studies Education. Candidates must be bilingual in French and English and should have a completed or nearly completed doctorate, with a specialization in Social Studies Education and a related discipline, and classroom teaching experience, preferably in French Immersion schools. Applications are also encouraged from candidates with a graduate degree who are willing and able to pursue doctoral studies. Knowledge of interpretive research methodologies and curriculum theory is desirable. Duties will include teaching undergraduate and possibly graduate courses, supervising interns on an occasional basis, supervising graduate students, and conducting a personal program of research. Applicants should forward their curriculum vitae and the names of three referees to Dr. Jack Hope, Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, Saskatoon, Sask., S7N 0W0. The deadline for application submission is May 31, 1990. This position is effective July 1, 1990, but teaching duties begin September 1, 1990. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Saskatchewan is committed to Employment Equity.

UNIVERSITY OF SASKATCHEWAN. Language Education. The Department of Curriculum Studies invites applications for a tenure-track position at the Assistant Professor rank in Language Education. Candidates should have a completed or nearly completed doctorate, with a specialization in language arts and/or reading, and classroom teaching experience at the elementary or middle years level. Knowledge of interpretive research methodologies and curriculum theory is desirable. Duties will include teaching undergraduate and possibly graduate courses, supervising student teachers on an occasional basis, supervising graduate students, and conducting a personal program of research. Applicants should forward their curriculum vitae and the names of three referees to Dr. Jack Hope, Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, Saskatoon, Sask., S7N 0W0. The deadline for application submission is May 31, 1990. This position is effective July 1, 1990, but teaching duties begin September 1, 1990. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Saskatchewan is committed to Employment Equity.

UNIVERSITY OF SASKATCHEWAN. Curriculum Studies/Language Education. The Department of Curriculum Studies invites applications for a tenure-track position at the Assistant Professor rank in Language Education. Candidates should have a completed or nearly completed doctorate, with a specialization in language arts and/or reading, and classroom teaching experience at the elementary or middle years level. Knowledge of interpretive research methodologies and curriculum theory is desirable. Duties will include teaching undergraduate and possibly graduate courses, supervising student teachers on an occasional basis, supervising graduate students, and conducting a personal program of research. Applicants should forward their curriculum vitae and the names of three referees to Dr. Jack Hope, Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, Saskatoon, Sask., S7N 0W0. The deadline for application submission is May 31, 1990. This position is effective July 1, 1990, but teaching duties begin September 1, 1990. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. We invite qualified applicants who are members of economically disadvantaged groups such as women, members of visible minorities, persons with disabilities and native people.

ENGINEERING

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. A Senior Lectureship in Engineering Administration & Management, Industrial, Mechanical or Electrical Engineering, School of Engineering. Applications are sought from engineers with a doctoral qualification in engineering administration or manufacturing research to develop a major post-graduate programme in engineering administration and the control and management of complex engineering systems. Undergraduate teaching will also be required in industrial administration, engineering economics, industrial engineering or computer control in manufacturing. The Department of Mechanical Engineering pursues research in industrial thermodynamics, yachting, wind engineering, i.e. engines, metal forming and manufacturing systems. There is an excellent post-graduate group and good financial support from industry. The opportunity exists to expand existing activities in engineering administration in a major initiative in conjuction with other groups in the School of Engineering, and the Graduate School of Business within the School of Commerce & Economics. Commencing salary will be established within the range $NZ50,000 to $NZ58,600 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland. Applications should be forwarded as soon as possible but not later than the closing date 4 June 1990. The University of Auckland An Equal Employment Opportunity Employer.

McGILL UNIVERSITY. Assistant Professor, Structural Engineering. The Department of Civil Engineering and Applied Mechanics at McGill University invites applications for a tenure-track position. Duties will include teaching at undergraduate and graduate levels, and research in structural engineering. Applicants must have a Ph.D., and will be judged on their ability to teach and their excellence in research. Experience in structural design practice is desirable. Applications should include a curriculum vitae and the names of three referees, and should be sent to Professor B. Stetson Smith, Chairman, Department of Civil Engineering and Applied Mechanics, McGill University, 817 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2K6. The appointment is to commence September 1, 1990 or January 1, 1991. Applications should be received by May 31, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY. The Department of Civil Engineering at Concordia University invites applications for a tenure-track or tenured faculty position in the area of structures. Candidates are sought at the Assistant Professor level; however, a higher rank will be considered if warranted by the quality of the established record of the applicant. Applicants must possess a Ph.D. and a strong background in advanced numerical modelling of structural behaviour. They should also have demonstrated expertise in computer applications in structural engineering. Professional design experience in either steel or reinforced concrete is an important asset. The successful candidate will be expected to establish a significant research program, supervise M.Eng. and Ph.D. students and teach undergraduate and graduate courses. Membership, or eligibility for membership, in the Province of Quebec professional engineering association is required. Concordia University, founded in 1974, is located in downtown Montreal and offers a world-class social and cultural environment. The Department of Civil Engineering has at present 13 full-time and 14 adjunct members. Its computational facilities are excellent. Applicants should send a curriculum vitae, a statement concerning teaching and research interests and the names of three referees to: Professor O.A. Pekau, Chairman, Department of Civil Engineering, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, Canada, H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to citizens and permanent residents of Canada, but other qualified candidates are also encouraged to apply. Equal consideration will be given to male and female applicants.

CONCORDIA UNIVERSITY. The Department of Electrical and Computer Engineering of Concordia University is seeking applications for a full-time tenure-track faculty position in electric machines and drives at the Assistant Professor level. Candidates should have a Ph.D. in Electrical Engineering and a demonstrated ability to conduct significant independent research. In particular, candidates should have considerable experience in the design of electric machines and computer controlled modern control techniques. Industrial experience in modern machines and drive systems design and development is considered very important. Salary commensurate with experience. Interested parties should send their curriculum vitae to: P.D. Ziogas, Chairman, Electrical and Computer Engineering Department, Concordia University, 1455 de Maisonneuve Blvd. West, Room 915-7, Montreal, Quebec, Canada, H3G 1M8.

CONCORDIA UNIVERSITY. Positions for Visiting Professors, Post-Doctoral Fellows and Research Associates are available in the Electrical and Computer Engineering Department of Concordia University, Montreal, in the following areas: Communications, Signal Processing, Computer Communications, Power Electronics, Control Systems, Circuit Theory, VLSI, Semiconductor Physics, Microwave Transmission, Antennas, Electromagnetic Compatibility, Distributed Computing, VLSI Algorithms, Design Automation for VLSI, and Computational Graph Theory. Interested parties should send their curriculum vitae to: P.S. Neelakanta, Chairman, Electrical and Computer Engineering Department, Concordia University, 1455 de Maisonneuve Blvd. West, Room 915-7, Montreal, Quebec, Canada, H3G 1M8.

UNIVERSITY OF GUELPH. Environmental Engineering Professore, School of Engineering. We invite applications for full-time tenure-track positions in Environmental Engineering commencing January 1, 1991 or before. The intention is to appoint at the Assistant Professor level; however, higher levels will be considered if appropriate. Applicants should have a Ph.D. with specialization in solid waste management, water quality control, or other environmental areas. Design experience will be a definite asset. The successful applicant will be expected to help develop the facility for the environmental engineering laboratories, (b) engage in research and direct graduate students, (c) instruct in undergraduate and graduate level courses in environmental engineering (d) assist at the undergraduate level in other aspects of Engineering education, and (e) be eligible for registration as a Professional Engineer. The University of Guelph is renowned for its strength in environmental and biological science, being among the most research-intensive universities in Canada, with scholarly research funded by grants and contracts of about $55 million annually. Much of Ontario's agricultural research is carried out at five nearby research stations, totalling over 2,500 acres, and operated by the University. The University offers a quality life style with excellent career growth opportunities. It states back to Canada Day, entertainment at over 12,00 full-time undergraduate and graduate students and another 1,500 part-time students. It remains small enough to foster a friendly and informal atmosphere, yet is large enough to offer the diversity and challenge of a much larger university. It is within easy drive from Toronto, Waterloo and the Lake Ontario Golden Horseshoe, the University of Guelph's central campus of 1,100 acres offers the opportunity for a city with the spaciousness and freedom of the country. The University's 330 acre arboretum, the only one in this climatic zone in Ontario, is a delightful part of the most popular tourist attractions in the Guelph area. Application deadline: September 1, 1990. The University of Guelph is committed to ensuring that no person is denied employment opportunities for reasons unrelated to ability. To comply with Canadian immigration in the school, a female will be selected among equally qualified candidates. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to budgetary approval. Applications (including a resume and the names and addresses of three referees) should be submitted to Dr. Wm. James, Director, School of Engineering, University of Guelph, Guelph, Ontario, N1G 2W1; Bitnat: WJAMES @ UOGUELPH; FAX: (519) 836-0227.

UNIVERSITY OF TORONTO. Assistant Professor (Geotechnical Engineering). The Department of Civil Engineering, University of Toronto, invites applications for a tenure-stream appointment at the Assistant rank (subject to budgetary approval), starting July 1990 or 1991. The successful candidate will join a mature Geotechnical Engineering Group and will be required to teach soil, rock, groundwater and engineering geology, and will be chosen on the basis of merit rather than field of specialty. Applicants should send their curriculum vitae, a statement concerning research and teaching interests, and a list of at least three referees to Professor Richard M. Soberman, Chairman, Department of Civil Engineering, University of Toronto, Toronto, Ontario, M5S 1A4, Canada. Closing date for receipt of application is July 15, 1990. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University encourages both women and men to apply.

SIMON FRASER UNIVERSITY. The School of Engineering Science located at Simon Fraser University is seeking outstanding faculty candidates in control, robotics, and automation. Areas of interest include CAD/CAM, man-machine interfaces, vision, sensor systems, intelligent robotics, physical systems modeling and design, dynamics and control. Engineering experience and an interest in electromechanical design would also be an asset. A strong research record is essential. The successful applicants will join a small research group working on topics related to automation engineering, and will also teach courses appropriate to his or her area of expertise, supervise graduate students, and participate in industrial interactions. Rank and salary will be competitive. Engineering Science provides an exciting educational environment demanding high academic standards of its students. Local industry offers many opportunities for faculty research and strong industrial links are characteristic of the program. New faculty members are encouraged to develop their own joint ventures. This academic environment is balanced by the natural and cultural ambience of one of the most attractive cities in North America. Moreover, the university itself enjoys a spectacular mountaintop setting, a short drive from downtown Vancouver. Preference will be given to candidates who are eligible for employment in Canada at the time of application. Applications from candidates not presently eligible for employment in Canada are welcomed but consideration of such candideles must be deferred until e Canadien search is complete. Positions are subject to budgetary authorization. To apply, send e curriculum vitae and the names of three references to Dr. Donald A. George, Director, School of Engineering Science, Simon Fraser University, Burneby, B.C. V5A 1S6, Canada.

UNIVERSITY OF WATERLOO. The Department of Electrical and Computer Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in all broad areas of electrical engineering but preference will be given to persons specializing in power systems high voltage insulation and microwave and optical circuits. The department also invites applications for definite-term appointments in Information Technology. Preference given to persons specializing in computer networks and communications, and microelectronics. The latter positions are being funded under the auspices of the Information Technology Research Centre (ITRC). The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. Victor H. Quintana, Chairman, Faculty Search Committee, Department of Electricel and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicetions from women candidates are particularly welcome. An Employment Equity Employer.

UNIVERSITY OF SASKATCHEWAN. Civil Engineering Position. Applications are invited for a tenure-track faculty and starting July 1, 1990 in the Department of Civil Engineering, either in the area of Solids Modelling or in Environmental Management/Water Quality Control. The person selected for the Solids Modelling position should have training in the area of numerical methods of solids. That person should be interested in developing a research program in advanced computer applications, including finite element modelling of linear, non-linear, and time-dependant mechanics problems in the structures/materials area as well as other areas of application in Civil Engineering. The person in the practice of structural engineering under Canadian conditions is desirable. The successful applicant will be required to teach graduate and undergraduate classes primarily in the structures/materials area. The person selected for the Environmental Management/Water Quality Control position should have an interest in, and be committed to, developing a research program in ground and surface water quality as it relates to the environment management. An interest in impact assessment and environmental systems modelling is desirable. This person should have obtained a technical background in equetic chemistry to complement the training in environmental management. The successful applicant will be required to teach courses in water quality control and environmetel management. The appointment will be made at the assistant professor or the associete professor level, depending upon qualifications. The successful applicant must have, or be committed to obtaining, a Ph.D. degree. Interested applicants should submit their application, along with their curriculum vitae and the names of three referees, to Professor D.G. Fredlund, Head, Department of Civil Engineering, University of Saskatchewan, Saskatoon, SK S7N 0W0. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. The University of Saskatchewan is an equal employment opportunity employer.

QUEEN'S UNIVERSITY. The Department of Electrical Engineering, Queen's University is seeking candidates for appointment to tenure-track faculty positions at the Assistant or Associate Professor level. Applications are invited from all areas of electrical engineering, but preference will be given to persons specializing in: computer engineering, digital signal and image processing, fibre and integrated optics, and environment analysis applied to electric machines, robotics and VLSI. Duties include undergraduate and graduate teaching, establishing a vigorous research program and participation in the Department activities. The Department offers undergraduate Electrical Engineering and computer Engineering Options with an enrolment of over 300 undergraduates and 125 post-graduate students in the M.Sc. and Ph.D. programs. Currently there are 24 full-time Faculty members and several adjunct instructors. Applicants must hold a Ph.D. degree. Rank and salary are commensurate with qualifications and experience. Send a detailed career summary with names and addresses of three referees to Dr. G.J.M. Aitken, Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario K7L 3N6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK. Mechenical Engineering. Applications are invited for a tenure-track position at the Assistant Professor level. The department is looking for research expertise in computer aided manufacturing to complement its strong computer aided design research program. Candidates should have completed a Ph.D. degree, be eligible for registration as a Professional Engineer in the Province of New Brunswick, and have a commitment to teaching and research. Applications with a curriculum vitae and the names of three referees should be sent to Dr. H.G. Davies, Chairman, Department of Mechanicel Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 5A3. In accordance with the Canedian Immigration requirements, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equality. (This position is subject to budgetary approval by the University.)

ENGLISH

BROCK UNIVERSITY. The Department of English Language and Literature invites applications for a temporary position at the rank of Assistant Professor. The appointment is for twelve months, from July 1st 1990 until June 30th 1991. Applications should possess the Ph.D. or equivalent and be competent to teach a course in Restoration and 18th Century Literature as well as to teach in our first year introductory survey. Applicants should send a curriculum vitae and arrange to have three letters of reference forwarded to: Angus Somerville, Chair, Department of English Language and Literature, Brock University, St. Catharines, Ontario, L2S 3A1. The closing date is May 31st. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer. Smoking at Brock University is strictly controlled.

UNIVERSITY OF WATERLOO. Department of English. Rhetoric and Professional Writing. Applications are invited for a tenure-track position at the associate or full professor level. Applicants must have a Ph.D. with specialization in rhetoric, composition theory, and protassional writing. Background in cognition, linguistics, and communication design desirable. A strong publication record is essential. Duties will include teaching undergraduate, M.A. and Ph.D. courses in professional writing and rhetoric and may include related research in the Centre for Professional Writing. Salary negotiable. Appointment effective September 1, 1990 or July 1, 1991. Closing date for application is July 1, 1990. Send resumes to Dr. Gordon E. Slethaug, Chairman, Department of English, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

ENVIRONMENTAL SCIENCE

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. A Lectureship in Environmental Science. The University of Auckland seeks applications for a full-time lectureship in Environmental Science. Preference may be given to applicants in the areas of Environmental Toxicology and/or Water Biology and/or Water Chemistry. The appointment will be jointly to Environmetel Science (e new greduete programme in the Feculty of Science) and to a department or department in the Faculty of Science in which the successful candidate is qualified (for example Biochemistry, Botany, Chemistry, Cellular and Molecular Biology, Pharmecology, Zoology). The appointee will be responsible for coordinating and teaching one half of a second year paper in Environmental Studies, taught in conjunction with the Department of Planning (Faculty of Architecture, Property and Planning) providing an introduction to local, national and global environmental issues, especially those related to pollution, resource utilization and conservation. She or he will also develop and teach an Environmental Science paper at the graduate level in his or her area of expertise and develop a research programme in that area. The person appointed may also have a minor teaching commitment in an established department within the Faculty of Science. Applicants should be able to demonstrate good teaching ability, a high level of research productivity and an ability to work in interdisciplinary programme. Further information about this position end the Environmental Science programme is available from the Director of Environmetel Science, Associate-Professor JE Hay, Telephone 64 (9) 737 999, Extension 8437; Fax 64 (9) 302 0259. Commencing salary will be established within the range $NZ36,000 to $NZ47,200 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland. Applications should be forwarded as soon as possible but not later than the closing date 4 June 1990. The University of Auckland An Equal Employment Opportunity Employer.

FINANCE

CONCORDIA UNIVERSITY. The Department of Finance at Concordia University invites applications for tenure-track and visiting positions at the rank of Assistant, Associate and Full Professors. All areas of finance will be considered but preference will be given to risk and insurance, real estate, financial

institutions and international financial management. Very strong research orientation. Terminal degrees required for all ranks. Higher ranks require demonstrated evidence of research productivity. Faculty involvements in executive development programmes and co-operative programmes with industry are encouraged. Opportunity to join a highly productive and innovative faculty. Salary and benefits very competitive. Applications are also invited for limited-term positions as lecturers. At least an MBA and relevant work experience is expected. Concordia University is committed to employment equity and encourages applications from qualified females and members of minority groups. In accordance with the Canadian immigration regulations, this advertisement is directed to Canadian citizens, Landed Immigrants and persons otherwise qualified to work in Canada. Please contact Dr. Mohsen Anvari, Chair, Department of Finance, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8; (514) 848-2790 or 848-2789.

FINE ARTS

CONCORDIA UNIVERSITY. The Programme in Inter-Related Arts has a full-time one-year 1990-91 tenure track appointment position (sabbatical leave replacement) available pending budgetary approval. The appointee will administer the programme, teach a 6-credit seminar in Inter-Related Arts and a further 6 credits to be determined according to the interest and expertise of the selected candidate and act as tutor/advisor to students in courses of independent Study. Administrative duties include the supervision of programme admissions and the provision of academic advice to approximately 40 students. Candidates should have a Masters degree or Doctorate degree, and an interdisciplinary approach to their own artistic and scholarly work. The following are desirable: an outstanding record of research/creative activity and teaching and knowledge of French. Salary will be commensurate with the individual's qualifications and experience. Letters of application must be accompanied by a complete curriculum vitae and the names of three people who would be prepared to serve as references. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please address application to: Norma Wagner, Programme Coordinator, Inter-Related Arts, Dean's Office, VA 2502, Faculty of Fine Arts, Concordia University, 1395 Rene Levesque Blvd., Montreal, Quebec, H3G 2M5.

FORESTRY

UNIVERSITY OF NEW BRUNSWICK. The Department of Forest Resources invites applications for a tenure track position in Forest Conservation/Biology at the Assistant Professor level beginning July 1, 1990 (subject to final budgetary approval). A Ph.D. or equivalent experience is required. The appointee will teach undergraduate and graduate courses, supervise graduate students, and mount a strong research program. Applicants should have research interests in growth and yield. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principles of employment equity. Applications, including a curriculum vitae and names of three referees, should be submitted to: Dr. G.L. Baskerville, Dean, Faculty of Forestry, University of New Brunswick, Bag Service #45555, Fredericton, NB, Canada E3B 6C2.

UNIVERSITY OF BRITISH COLUMBIA. Department of Forest Resources Management. Applications are invited for a full-time position effective July 1, 1990 in Forest Growth and Yield with research interests in growth modelling and the quantitative aspects of silviculture, at the rank of Assistant or Associate Professor. Salary commensurate with experience. The position is tenure track and subject to budgetary approval. Responsibilities include teaching undergraduate and graduate courses in mensuration, growth and yield, and sampling; advising Faculty and students; supervising graduate students, and conducting research. Candidates must have a Ph.D. and be eligible for registration in the Association of B.C. Professional Foresters. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of British Columbia is committed to the Federal Government employment Equity Program and encourages applications from all qualified individuals. Applicants are requested to forward a letter of interest, curriculum vitae, including the names, addresses and telephone numbers of three referees for the Selection Committee. Deadline for receipt of application is June 1, 1990. Applications and/or further enquiries should be directed to Dr. David Haley, Head, Department of Forest Resource Management, Faculty of Forestry, The University of British Columbia, Vancouver, B.C. V6T 1W5. Telephone: (604)228-5169, Fax: (604)222-8645.

FRENCH

ST. THOMAS UNIVERSITY invites applications for two one-year limited term appointments in its French language immersion programme. Ph.D. or equivalent preferred and native fluency in French. Teaching experience in adult immersion is a necessity. The successful candidates will be required to participate in the organization, planning and teaching of the programme (two semesters, approx. 40 hrs/week). Applications, including curriculum vitae and the names of three academic referees, should be forwarded to Prof. Jonathan Rahn, Chairperson, Department of Romance Languages, St. Thomas University, P.O. Box 4569, Fredericton, NB, E3B 5G3. Closing date for receipt of applications and documentation: 1990 May 31. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is an equal opportunity employer.

BROCK UNIVERSITY. The Department of French, Italian and Spanish of Brock University invites applications for a tenure-track position in French. Rank and salary dependent on qualifications and experience. Candidates should hold a Ph.D. or equivalent degree in French, demonstrate native or near native fluency in oral and written French and have a good command of the English language. Proven competence in teaching various levels of undergraduate French language courses is of significant importance. Of particular interest are candidates who have specialized in the following areas: Nineteenth and/or Twentieth Century French Literature, Children's Literature and Feminist Writings. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University offers equal opportunity to qualified male and female candidates. Application deadline is May 30, 1990. Candidates should submit a curriculum vitae and arrange to have three letters of reference sent to Professor Emesto Virgulti, Chair, Department of French, Italian and Spanish, Brock University, St. Catharines, Ontario, L2S 3A1. Smoking at Brock University is strictly controlled.

FRENCH/ITALIAN

ST. THOMAS UNIVERSITY. The Department of Romance Languages invites applications for a one-year limited term appointment in French and Italian. Teaching responsibilities will include two courses in French as a second language and one course in Italian language, and an introductory/intermediate level. Ph.D. or equivalent preferred and teaching experience required. Letters of application, including a curriculum vitae, and the names of three referees should be forwarded to Prof. Jonathan Rahn, Chairperson, Department of Romance Languages, St. Thomas University, Fredericton, NB, E3B 5G3. Closing date for receipt of applications and documentation: 1990 May 31. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and landed immigrants. St. Thomas University is an equal opportunity employer.

GEOGRAPHY

UNIVERSITY OF WATERLOO, Department of Geography. Applications are being invited for two tenure track positions, one at the mid career level, and the other at the entry stage of the junior career level. Ph.D. at the time of appointment is expected. One position will be in economic geography; the other will be in physical geography. Particular interest will be given to individuals with teaching and/or research interests in geomorphology, soils, hydrology, regional and/or local economic development, rural, agriculture, manufacturing, industrial location, Canada, and geographical information systems. The Department of Geography is part of the Faculty of Environmental Studies which includes a School of Architecture, a School of Urban and Regional Planning and a Department of Environment and Resource Studies. Geography programs include an undergraduate general degree, an honours degree and a co-op honours degree program and at the graduate level, Master's and Ph.D. programs. Applications and references should be sent to: Dr. R. Bullock, Chairman, Department of Geography, University of Waterloo, Waterloo, Ontario N2L 3G1. Applications should be received by not later than 1 September 1990. Interviews should arrange to have three letters of reference sent directly to Waterloo. The appointment will be made as of 1 January 1991 or as soon as possible thereafter. Salary will depend on the candidate's qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

BROCK UNIVERSITY. Department of Geography. Applications are invited for a one-year sabbatical replacement position, commencing July 1, in the general area of physical geography. The successful candidate will be expected to teach courses in Biogeography and geomorphology at year two level, and other courses at upper levels. Priority areas are biogeography, glacial geomorphology and soils. There is also a possibility of involvement in the year one introductory course. A Ph.D. (or near completion) is required, and teaching experience is an asset. Send applications immediately to: Alun Hughes, Chair, Department of Geography, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. Please arrange for three letters of reference to be forwarded separately. The initial closing date is May 30, but applications will be accepted until the post is filled. The appointment is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer. Smoking at Brock University is strictly controlled.

GEOLOGY

THE UNIVERSITY OF WESTERN ONTARIO. The Department of Chemistry and Geology invite applications for a tenure track appointment at the Assistant Professor level in Environmental Chemistry. Candidates should have a Ph.D., should show exceptional promise in research and have a strong commitment to developing a strong research program in any area of environmental chemistry or geochemistry. Candidates with expertise in analytical environmental chemistry, atmospheric chemistry, surface chemistry and geochemistry, biogeochemistry and other facets of environmental geology are particularly encouraged to apply. Opportunities may include teaching courses in our new analytical/environmental chemistry programs, supervising graduate students and developing a vigorous, independent research program. The appointment may be in the Chemistry Department or joint in the Chemistry and Geology Department. The Departments of Geology and Chemistry have modern analytical facilities and laboratories specialized in the following areas: Nineteenth and/or Twentieth Century French Literature, Children's Literature and Feminist Writings. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Western offers equal opportunity to qualified male and female candidates. Application deadline is May 30, 1990. Candidates should submit a curriculum vitae and arrange to have three letters of reference sent to Professor Emesto Virgulti, Chair, Department of French, Italian and Spanish, Brock University, St. Catharines, Ontario, L2S 3A1. Smoking at Brock University is strictly controlled.

ST. FRANCIS XAVIER UNIVERSITY. The Department of Geology, St. Francis Xavier University invite applications for a one-year limited term appointment at the Lecturer or Assistant Professor level to commence August 1, 1990. The person appointed will be expected to teach two one-semester undergraduate courses per term. These would consist of Stratigraphy/Sedimentology and Petroleum Geology/Basin Analysis and Introductory Petrology and Geomorphology in the spring term. Applicants should send their curriculum vitae and three letters of reference to: Dr. R.F. Connier, Acting Chair, Dept. of Geology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0 before May 31, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GERONTOLOGY

MOUNT SAINT VINCENT UNIVERSITY. Applications are invited for a position in the Department of Gerontology at the Assistant Professor rank, commencing July 1, 1990, subject to budgetary approval. Salary is based on MSVU Collective Agreement for academic staff 1989-1990. The successful candidate will teach in the undergraduate certificate program and be prepared to pursue an active research program. Preferred candidates will hold a Ph.D. in a cognate social science discipline. Letter of application with curriculum vitae and names of three referees should be sent to Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, N.S. B3M 2J6. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and landed immigrants.

HISTOLOGY

CANADIAN MEMORIAL CHIROPRACTIC COLLEGE. Histology Position. Application is invited for a full-time, permanent position at the Assistant Professor level within the Anatomy Department of the Canadian Memorial Chiropractic College. Applicants must have a professional degree (Ph.D. or MD) with specialization and experience in Histology. The successful candidate will be required to coordinate and teach a full course in Human Histology to the first year class and to initiate independent research. Duties will also include the supervision of graduate students. The salary for this position is commensurate with experience and is competitive with that of clerical by Ontario universities. Qualified applicants are requested to send a curriculum vitae and names and addresses of three referees to: Dr. H.S. Injeyan, Director, Division of Biological Sciences, CMCC, 1900 Bayview Avenue, Toronto, Ontario, Canada, M4G 3E6.

HISTORY

THE UNIVERSITY COLLEGE OF CAPE BRETON invites applications for two term appointments (one year) in History, to commence on July 1, 1990. The successful applicants will be expected to teach three courses from the following: survey courses in Canadian, American and European history and advanced courses in Canadian/American relations. One of the successful applicants will be expected to participate in the team teaching of a foundation course in Humanities and be part of the B.A. degree program at UCCB. Applicants should have a Ph.D. plus demonstrated teaching experience. These positions are subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is being directed primarily to Canadian citizens and permanent residents. Applications with names of three referees should be sent before May 30, 1990 to: Dr. Charles MacDonald, Chairman, Department of Humanities, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2.

THE UNIVERSITY COLLEGE OF CAPE BRETON invites applications for a tenure-track position in history at the assistant professor level, to begin on July 1, 1990. Applicants should have a completed Ph.D. in Renaissance/Reformation History, publications and undergraduate teaching experience. Duties will include standard introductory courses, plus courses in the area of specialty. Candidates willing to teach courses that might be cross-listed in Women and Religious Studies will be especially welcome, as will those who are willing to teach Interdisciplinary courses. This position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is being directed primarily to Canadian citizens and permanent residents. Closing date for receipt of applications is May 31, 1990. Interested candidates should direct enquiries for further information, and forward their curriculum vitae, outlines of their research interests, and names of three references, to Dr. Tim Mosmenn, Chairman, Department of Immunology, University of Alberta, 865 Medical Sciencas Building, Edmonton, Alberte, Canada T6G 2H7 (Tel. 403-492-2275, FAX 403-492-0368). The University of Alberta is committed to the principle of equity in employment.

UNIVERSITY OF ALBERTA. Research Associate. The Department of Immunology seeks a person with a Ph.D. degree with extensive post-doctoral experience for a research associate position. The salary for this position is $24,000 to $27,000. The successful candidate must have a background in cellular and molecular biology in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for receipt of applications is May 31, 1990. Interested candidates should direct enquiries for further information, and forward their curriculum vitae, outlines of their research interests and names of three references, to Dr. Thomas G. Wegmann, Department of Immunology, University of Alberta, 865 Medical Sciences Building, Edmonton, Alberta, Canada T6G 2H7 (Tel. 403-492-2275, FAX 403-492-0368). The University of Alberta is committed to the principle of equity in employment.

HUMAN KINETICS

UNIVERSITY OF OTTAWA, School of Human Kinetics invites applications for several tenure track positions at the Assistant or Associate Professor level in the following areas: exercise and fitness (physiology), biomechanics, psychomotor learning, psychology of sport, sport administration, sociology of sport, pedagogy/intervention. Candidates should possess a Ph.D., have demonstrated research activity, a proven record in teaching, and be able to lecture in French and English at the undergraduate and graduate levels. Membership in the Faculty of Science of Graduate Studies and Research will be essential for these positions. Appointment date is July 1st, 1990 or as soon as possible thereafter. Salary is commensurate with rank and collective agreement. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Employment equity is University policy. Please forward letter of application, curriculum vitae, and sample publications to: Daniel Soucie, Director and Associate Dean, School of Human Kinetics, Faculty of Health Sciences, 125 University, University of Ottawa, Ottawa, Ontario, K1N 6N5.

UNIVERSITE D'OTTAWA, Ecole des sciences de l'activité physique. Divers postes de professeur(e) régulier(e) sont à pourvoir dans d'un ou l'autre ou d'agrégé dans les domaines suivants: condition physique (physiologie), biomécanique, apprenissage psychomoteur, sociologie du sport, gestion administration du sport, sociologie du sport et pédagogie/intervention. Un doctorat est exigé ainsi qu'une aptitude marquée dans l'enseignement, la recherche et de l'expérience dans l'enseignement. Le bilinguisme est essentiel puisque l'enseignement se donne en français et en anglais et en français. L'appartenance à l'Ecole des études supérieures et de la recherche sera essentielle pour le direction de la recherche. La date d'entrée en fonction est le 1er juillet, 1990 ou aussitôt que possible après cette date. Traitement selon le rang académique et la convention collective. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis est destiné aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'égalité en matière d'emploi. Veuillez faire parvenir votre lettre de mise en candidature, votre curriculum vitae et des échantillons de publications à: Daniel Soucie, Directeur et Doyen associé, Ecole des sciences de l'activité physique, Faculté des sciences de la santé, 125 Université, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

IMMUNOLOGY

UNIVERSITY OF ALBERTA, Immunologists. The Department of Immunology at the University of Alberta is a highly interactive department with excellent facilities and good growth potential, due to strong institutional support from the government. Applications are invited for three positions at the Assistant Professor level. The salary for Assistant Professor ($34,970 - $51,434) is negotiable in accordance with the individual's qualifications. Successful candidates must have either a Ph.D. and/or M.D. degree. Preference will be given to investigators who have already demonstrated outstanding potential for an independent research career in the field of immunology. The successful candidate will have the responsibility to establish a dynamic research team with an independent program. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for receipt of applications is May 31, 1990. Interested candidates should direct enquiries for further information, and forward their curriculum vitas, outlines of their research interests, and names of three references, to Dr. Tim Mosmenn, Chairman, Department of Immunology, University of Alberta, 865 Medical Sciencas Building, Edmonton, Alberta, Canada T6G 2H7 (Tel. 403-492-2275, FAX 403-492-0368). The University of Alberta is committed to the principle of equity in employment.

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LIBRARY

YORK UNIVERSITY, Scott Library. Sound Recordings Librarian. York University Libraries invite applications for the position of Sound Recordings Librarian, Sound Recordings Library. Responsibilities include development and maintenance of the library collections in sound recordings and related materials to support the teaching and research programmes of the University; administration of the Library including reference, circulation, and reserve services; administration of budget; staff supervision and training; participation in cataloguing with other library departments, and Music and other faculty; participation in relevant library and University committees and task forces. The Sound Recordings Library includes three full-time staff members and several student assistants. This position reports to an Associate Librarian. Qualifications: M.L.S. or a recognized equivalent. An undergraduate music degree is required. A master degree in music is preferred. Demonstrated successful public service experience in a research environment required. Administrative experience preferred. Demonstrated knowledge of music reference, collections development, cataloguing, and online library systems. Demonstrated professional commitment to the development of a high level of reference/information services, a strong user orientation, instructional skills, and knowledge of audio equipment. Demonstrated effective oral and written communication skills and the ability to present concepts clearly to all levels of the academic community and library staff. Willingness and ability to work effectively in a team/committee environment. Ability to contribute to librarianship and scholarship through professional activities and/or research and publication. Some evening and weekend duties required. York University is implementing a policy of employment equity including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. The continuing appointment position (tenure track) to be filled at the Assistant Librarian level. The 1990/91 salary floor is $30,910.00. The position is covered in the York University Faculty Association bargaining unit. Please send by April 15, 1990 your application, curriculum vitae, the name of two referees, and a letter relating qualifications to the requirements of the position should be sent to: Chair, Sound Recordings Appointment Committee, R310 Scott Library, York University, 4700 Keele Street, North York, Ontario, M3J 1P3.

MARKETING

CONCORDIA UNIVERSITY. The Department of Marketing invites applications for full-time tenure track faculty positions at the Assistant professor level. Candidates should have a Ph.D. in Marketing or be near completion. Effective teaching and strong research commitment is essential. Applicants should have a primary interest in research and teaching in several of the following areas: Sales Management, Marketing Channels, Retailing, Marketing Management and Product Management. Faculty of Commerce and Administration offers M.B.A., Comm., MBA, EMBA, M.Sc. and Ph.D. degrees. In accordance with Canadian immigration and employment requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please apply in writing to: Dr. J. Cosingli, Chair, Department of Marketing, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8; (514) 848-2951 or (514) 848-2950.

MATHEMATICS & STATISTICS

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. A Lectureship, Department of Mathematics and Statistics. The Department of Mathematics and Statistics teaches a full range of undergraduate and postgraduate courses. Within the department there are two units which operate with a certain degree of autonomy. These are the Statistics Unit and the newly formed Applied and Computational Mathematics Unit. The Department has particular research strength in combinatorics and graph theory, finite group theory, functional analysis, complex analysis, topology, numerical analysis and statistics. Applicants should have a proven record in teaching and research in a branch of Pure Mathematics. Preference will be given to those with a strong interest in discrete mathematics. Duties will include teaching, examining, and research, as may be required by the Head of the Department. Commencing salary will be established within the ranges $NZ36,000 - $NZ47,200 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland. Applications should be forwarded as soon as possible but not later than the closing date 4 June 1990. The University of Auckland An Equal Employment Opportunity Employer.

ACADIA UNIVERSITY. Departmani of Mathematics. Applications are invited for a nine-month sabbatical replacement appointment at the assistant professor rank, starting September 1, 1990. Candidates should have a Ph.D. in an area of mathematics or statistics. Duties include teaching at the undergraduate level and research. Applicants are encouraged to ensure that references take note of teaching. Pleese send curriculum vitae and arrange for three letters of reference to be sent to: Dr. R. Cabillo, Head, Department of Mathematics, Acadia University, Wolfville, Nova Scotia, B0P 1X0. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Acadie University is an equal opportunity employer.

UNIVERSITY OF WATERLOO. The Departmani of Applied Mathematics at the University of Waterloo invites applications for a Postdoctoral Fellow in Quantum Theory applied to problems of Molecular Electronic Structure. The main research interest presently centers on the many-electron correlation problem, particularly the multi-reference coupled-pair theory. The applicant should be well versed in ab-initio methods and should possess good knowledge of quantum mechanics of the many-body problem and of graphical methods of spin algebras. The appointment will take effect July 1, 1990. The stipend will be between $22,000 and $24,000 per annum, according to NSERC regulations at the time of appointment. This is a one year appointment with no possibility of renewal. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. The University of Waterloo is an employment equity employer. Applicants should send a curriculum vitae and arrange for at least three letters of reference to be sent to Professor B. Forte, Chairman, Department of Applied Mathematics, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1 by June 1, 1990.

MEDICINE

UNIVERSITY OF SASKATCHEWAN. Infectieus Diseases: A full-time academic eppointment available in the Section of Infectious Diseases, Department of Medicine, with cross appointment in the Department of Clinical Microbiology at University of Saskatchewan and University Hospital, Saskatoon. Responsibilities include teaching, research and patient care. A strong commitment to clinical and/or laboratory research is desirable. Subspecialty certification or eligibility for examination by the Royal Medicine and Infectious Diseases required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Forward cv with names of three referees to: Dr. R.M. Bartha, Chairman, Department of Medicine, University of Saskatchewan, Saskatoon, Canada S7N 0X0. Deadline: May 30, 1990.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. A Senior Lecturership in Medicine (Limited Term Appointment), Department of Medicine, School of Medicine. The position is available for a term of three years. This position will be held initially at Auckland Hospital, the major leeching hospital associated with the School of Medicine. The appointee will have clinical responsibility for patient care in the Medical Unit and should have in depth competence and research interest in one discipline within Internal Medicine. Applicants should hold a medical qualification registrable in New Zealand and have a higher qualification in Internal Medicine acceptable to the Medical Council of New Zealand. The possession of a higher academic qualification in science or medical science would be desirable. Applicants must have an interest in and be prepared to maintain a high standard of competence in General Medicine while able to pursue a special interest in a branch of Internal Medicine, and also have experience and competence in research in a discipline within Internet Medicine. Experience in teaching undergraduate and graduate medical students and an interest in medical education as a discipline would provide added strength to an application. Clinical duties of up to 5/10 will be required. Commencing salary will be established within the range $NZ65,200 to $NZ84,200 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Privata Bag, Auckland, New Zealand. Applications should be forwarded as soon as possible but not later than the closing date 4 June 1990. Tha University of Auckland An Equal Employment Opportunity Employer.

THE UNIVERSITY OF CALGARY. Head, Department of Family Medicine. The University of Calgary Faculty of Medicine, and the Foothills Hospital, invite applications and nominations for the position of Head of the Department of Family Medicine. We are searching for an outstanding academic physician with proven administrative leadership, clinical skills and research experience. The successful candidate will relate to the practising community and the affiliated teaching hospitals. The Department offers a residency program in Family Medicine based at 3 hospitals, a residency program in Emergency Medicine, and is involved in undergraduate teaching which includes a 4 month compulsory clerkship in Family Medicine in the final year. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applications and nominations, including a curriculum vitae, a statement of research interests and academic goals, and the names of three referees should be forwarded by June 15, 1990, to: Dr. M Watanabe, Dean, Faculty of Medicine, The University of Calgary, 3330 Hospital Drive N.W., Calgary, Alberta T2N 4N1. **UNIVERSITY OF BRITISH COLUMBIA. The Division of Gastroenterology at the Vancouver General Hospital** requires a Research Associate for clinical and laboratory research in the area of Gastroenterology. Present studies are in the area of Hepatitis B and Hepatitis C (non A and non B), inflammatory bowel disease (immune mechanisms), gastric ulcer, gastric cancer, and oriental cholangitis. Work will include review of clinical data, patient assessment, review of pathological material, and bench laboratory work. The successful candidate must be trained as a medical doctor with additional training in gastroenterology as well as experience in endoscopy. Familiarity with the geographic incidence of previously noted diseases an asset. Successful candidate should be able to speak Chinese (Mandarin and Cantonese) due to study population. The position is a faculty term appointment without review. Initial appointment is for 1 year with opportunity for a minimum 3 year renewal. The salary is commensurate with qualifications and experience. Start date: September 1, 1990. Closing date for receipt of applications: July 31, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. Please send CV to: Dr. Frank Anderson, Head, Division of Gastroenterology VGH, Department of Medicine, University of British Columbia, Room B206, 700 W. 10th Avenue, Vancouver, B.C. V5Z 1M9. **THE UNIVERSITY OF CALGARY Department of Paediatrics, the Alberta Children's Hospital, and the Tom Baker Cancer Centre** invite applications for a full-time academic position at the Assistant Professor level or higher, as a PhD, MD Paediatric Oncologist with interest in pursuing cancer research in molecular biology. The successful candidate will complement 3 clinically oriented Paediatric Oncologists working in an area serving 1 1/2 million people. The individual will spend 75% of time in basic research and 25% clinically. The position is initially for two years, but the candidate will be expected to compete successfully for funding from the Alberta Heritage Foundation for Medical Research. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Submit a curriculum vitae and the names of three referees by June 15, 1990 to: Dr. R.G. McArthur, Head, Department of Paediatrics, Faculty of Medicine, c/o Alberta Children's Hospital, 1820 Richmond Road S.W., Calgary, Alberta T2T 5C7. **MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Faculty of Medicine. Associate Dean of Community Medicine.** Applications are invited from qualified persons at the Ph.D. and/or M.D. levels for this senior position. The Associate Dean is responsible for the direction of one of the three major divisions of this non-departmentalized medical school. Community Medicine includes the disciplines of Epidemiology, Biostatistics, Social Medicine, Health Care Delivery, Human Genetics, Public Health and Behavioural Science. The emphasis of the division is on disease prevention and health promotion. In accordance with Canadian immigration requirements, this invitation is directed, in the first instance, to Canadian citizens and landed Immigrants. The closing date for receipt of applications is June 30, 1990. Inquiries should be directed to: Rudolph L. Ozere, M.Q. Chair, Search Committee, Faculty of Medicine, c/o Department of Pediatrics, Health Sciences Centre, St. John's, Newfoundland A1B 3V6, (709) 737-6649

MICROBIOLOGY

UNIVERSITY OF ALBERTA. Microbiologist: The Department of Microbiology, University of Alberta invites applications for an independent research position from qualified individuals with demonstrated research abilities in medically relevant aspects of microbiology. Candidates using molecular genetic approaches in their research will be accorded special preference. The position is a 5-year renewable term appointment at the Assistant Professor level ($34,070 - $51,434) and will be contingent upon successful application for a competitive award from an external agency. Successful applicants will also be eligible for substantial research establishment funding. Duties include development of an independent research program, graduate student supervision, and some appropriate classroom teaching. Applications, containing a curriculum vitae, names, addresses, and telephone numbers of 3 referees, interests, and a concise but specific description of research interests and proposed work should be sent to Dr. S. E. Jensen, Department of Microbiology, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. The closing date for applications is July 15, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment.

MUSIC

CONCORDIA UNIVERSITY. Faculty of Music, Composition/Theory. Sabbatical Leave Replacement (One Year) subject to budget approval. Assistant Professor, salary at the floor of the rank of Assistant Professor. Teach undergraduate courses in composition, and/or theory. Duties will include teaching undergraduate and graduate theory/analysis. Individual sessions, preparation of original student compositions and organizing/conducting players for readings/performance, as well as assisting in the general development of the composition/theory area. A knowledge of computer-assisted composition is desirable. Bilingualism is an asset. The successful candidate will have recognition as composer/teacher with professional experience in recent as well as traditional compositional techniics. Educational requirements include Doctoral level and/or commensurate experience. Concordia University is an equal opportunity employer. Candidates should forward Curriculum Vitae, letters of references, performance recordings, and scores to: Dr. Friedland, Chairperson, Concordia University, Department of Music, 7141 Sherbrooke West, Montreal, Quebec, H4B 1R6. In accordance with Canadian immigration requirements, preference is given to Canadian citizens, and permanent residents. Closing date - July 15, 1990.

NEUROLOGY

UNIVERSITY OF ALBERTA. Naurology Researcher. The Division of Naurology at the University of Alberta is seeking a Research Associate to study the neurobiological aspects of muscle disorders. A Ph.D. in neurochemistry or a related discipline with two to three years of postdoctoral experience in molecular biology is required. Candidates will be evaluated on their interest in neurobiological problems and application record both in neurobiology and molecular biology. The salary range is $33,000 to $37,000. A letter of application outlining career objectives, a up-to-dale curriculum vitae and the names and addresses of three references should be submitted by May 31, 1990 to: Dr. Michael R. Brooke, Director, Division of Neurology, Room 2E3.12, Walter Mackenzie Health Science Centre, University of Alberta, Edmonton, Alberta, T6G 2B7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or landed immigrants residents. The University of Alberta is committed to the principle of equity in employment. **UNIVERSITY OF WESTERN ONTARIO. Department of Oncology and Neurological Sciences,** seek an individual with interest in molecular genetics of glioma, glial oncogenesis, molecular or cellular biology of glial, or related fields, for assistant professor faculty position. Applicants must have a Ph.D. or M.D. degree, postdoctoral experience and the ability to establish an independent research program. Environment includes modern laboratories in a new cancer centre, research programs in aspects of molecular and cellular oncology, molecular biology core facility, major clinical neuroscience centre, academic clinical brain tumor research program with interests in glioma and investigational treatments. Send curriculum vitae, description of research interests and three references to: Dr. J. Gregory Cairncross, London Regional Cancer Centre, 790 Commissioners Road East, London, Ontario, Canada N6A 4L6. The University of Western Ontario and affiliated institutions are affirmative action/equal opportunity employers. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents.

NEUROSCIENCES

THE UNIVERSITY OF CALGARY. Head, Department of Clinical Neurosciences. The University of Calgary Faculty of Medicine, and the Foothills Hospital, invite applications and nominations for the position of Head of the Department of Clinical Neurosciences. This is a growing multidisciplinary department which includes representation from neurology, neurosurgery and related fields. The University of Calgary is accredited for residency training in adult and paediatric neurology and in neurosurgery. We are searching for an outstanding academic neurologist or neurosurgeon with proven administrative leadership and research experience. The successful candidate will relate to the practising community and the affiliated teaching hospitals, and to the Neurosciences Research Group in the Faculty of Medicine. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applications and nominations, including a curriculum vitae, a statement of research interests and academic goals, and the names of three referees should be forwarded by May 31, 1990, to: Dr. M. Watanabe, Dean, Faculty of Medicine, The University of Calgary, 3330 Hospital Drive N.W., Calgary, Alberta T2N 4N1.

NURSING

UNIVERSITY OF NEW BRUNSWICK. Faculty of Nursing. Positions available: 1. In the BN/RN Program - to work with Post-RN students. Experience with curriculum design and nursing theory would be an asset. Doctoral preparation preferred; Master's preparation essential. This position will be at the Lecturer/Assistant Professor level, depending on qualifications. Positions available July 1, 1990. Interested applicants should write, enclosing curriculum vitae and names and addresses of three referees to: Prof. Penny K. Ericson, Dean, Faculty of Nursing, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. **LAKEHEAD UNIVERSITY.** Applications are invited for a probationary (tenure track) position in the School of Nursing. This position focuses on the instruction of Introductory courses. The candidate is expected to have a M.Sc. in Nursing and be eligible for registration in the College of Nurses of Ontario. The candidate will teach in an integrated undergraduate program and conduct research in his/her area of specialty. Previous experience in adult and distance education as well as experience teaching introductory courses would be an asset. Applicants should submit a curriculum vitae and the names of three referees to: Dr. Dianne L. Common, Dean of Professional Studies, Lakehead University, Thunder Bay, Ontario, P7B 5E1. For specific information about the position, please contact Professor Merg Boone, Director of the School of Nursing, at (807) 343-8395. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University has an employment equity policy and qualified women are encouraged to apply.

NUTRITION

UNIVERSITY OF GUELPH. Community Nutrition. The Division of applied Human Nutrition, University of Guelph, in association with the Hamilton-Wentworth Regional Department of Public Health Services, a Teaching Health Unit affiliated with McMaster University, invites applications for a tenure track position, rank open, in Community Nutrition. The Teaching Health Unit is committed to integrated service, education and research activities in health promotion, health protection and disease prevention. This position will have a major responsibility to provide leadership in the development of a community nutrition research and education program with a public health unit. Candidates should hold a Ph.D. in Human Nutrition or a related field and should be eligible for membership in the Canadian Dietetic Association. Teaching and research expertise in one or more aspects of nutrition promotion is essential: program development and evaluation; assessment of community nutritional status; nutrition monitoring and surveillance systems; food and nutrition policy development. Practitioner experience in community/public health nutrition is preferred. The successful applicant, while working partly on the University of Guelph campus, will be cross-appointed to the Faculty of Health Sciences, McMaster University, Hamilton. As part of the Teaching Health Unit team, the successful candidate will be responsible for the education and research supervision of graduate students in community nutrition and will contribute to the interdisciplinary education of nursing and medical students. He/she will be joining an energetic team of public health and clinical physicians, physicians, social workers and an epidemiologist. Applications close when position filled, but not before May 31, 1990. Send letters of inquiry, curriculum vitae with curriculum vitae and name of three referees to: Dr. Elizabeth Miles, Chair, Joint Selection Committee, Division of Applied Human Sciences, College of Family and Consumer Studies, University of Guelph, Guelph, Ontario, Canada N1G 2W1; FAX: (519)837-0654. The University of Guelph is committed to ensuring that no person is denied University employment opportunities or benefits for reasons unrelated to ability. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

OCCUPATIONAL HEALTH & SAFETY

THE UNIVERSITY OF CALGARY Department of Community Health Sciences invites applications for a full-time position at the rank of Lecturer to be responsible for the development of an occupational health and safety resource program, and undergraduate, postgraduate and continuing medical education programs in occupational health. The successful candidate must have an MD, be licensable in the Province of Alberta, and be eligible to sit the fellowship examination in Occupational Medicine. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an employment equity Program and encourages applications from all qualified people, including women, aboriginal people, visible minorities, and people with disabilities. Submit a curriculum vitae and the names of three referees by May 31, 1990 to: Dr. E.J. Love, Head, Department of Community Health Sciences, The University of Calgary, 3330 Hospital Drive N.W., Calgary, Alberta T2N 4N1.

OCEANOGRAPHY

DALHOUSIE UNIVERSITY. Research Associate/Postdoctoral Positions. The physical oceanography group (Tony Bowen, Chris Garrett, Dan Kelley, Barry Ruddick and Keith Thompson) at Dalhousie University is currently interested in a wide range of research topics including tidal modelling and mixing, nearshore processes, wind-driven shelf and ocean circulation, and exchange between marginal seas and the deep ocean. Experience with development of an atmospheric sciences program at Dalhousie, and the funding of a centre of excellence in Ocean Science provide additional research opportunities for post-Ph.D. physical oceanographers interested in topics such as air-sea interaction and geological-biological processes involved in recruitment to North Atlantic fish stocks. We therefore invite applications for research in any of the above areas. Interest in interdisciplinary work is an asset but not essential. Curricula vitae and the names, addresses and phone numbers of three referees should be sent to: Jackie Hurst, Department of Oceanography, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4J1. Tel: 902-494-8834, FAX: 902-494-3877.

PHILOSOPHY

WILFRID LAURIER UNIVERSITY. Department of Philosophy. Applications are invited for a tenure stream appointment at the rank of Assistant Professor. Candidates should be a specialist in Philosophy of Science or Applied and Theoretical Ethics. Candidates must be able to teach informal logic or business ethics. Applicants should have a Ph.D., an active research program, and some teaching experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is available July 1, 1990, and is open until filled. Applicants should arrange to have a curriculum vitae and three letters of reference sent to: Dr. Mike Lilke, Chair, Department of Philosophy, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5.

PHYSICAL & OCCUPATIONAL THERAPY

McGILL UNIVERSITY. Applications are invited for four tenure track academic appointments in the School of Physical and Occupational Therapy. McGill University offers B.Sc. degrees in physical and occupational therapy as well as a master's degree in rehabilitation science. Commencing in 1991, the first Canadian Ph.D. degree in Rehabilitation Science is being offered. With a view towards expanding the undergraduate programs and developing graduate, the Ph.D. program, the School is actively recruiting candidates with expertise in the following disciplines: cardiorespiratory rehabilitation, gerontology, orthopedics, psychosocial behavior and rehabilitation engineering. If you are an occupational or physical therapist or have related clinical background, have doctoral level training and have a research and/or clinical interest in one of the disciplines listed above, send a letter stating teaching and research interests, curriculum vitae, copies of several recent publications, and the names of three referees to: Petrice Weiss, Ph.D., OT(C), Chairman, Search Committee, School of Physical and Occupational Therapy, McGill University, 3654 Drummond Street, Montreal, Quebec, Canada H3G 1Y5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

PHYSICS

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. A Lecturership in Physics, Experimental Laser Physics & Modern Optics, Department of Physics. The Department of Physics seeks to appoint a lecturer with current interests in Experimental Laser Physics and Modern Optics. Other research interests in the Department include Atomic Physics, Biophysics, Astrophysics, Electronics and Geophysics. The present staff of the Department consists of a Professor of Geophysics, a Professor of Theoretical Physics, a Professor of Nuclear Physics (who is currently Head of Department), 8 Associate-Professors and 13 Lecturers/Senior Lecturers. The technical and secretarial staff is large. Applicants must have an advanced qualification in Physics and preferably have had some teaching experience. Preference will be given to those with a record of successful involvement in experimental laser physics or modern optics. The Lecturer will be expected to contribute to both the undergraduate and graduate teaching programmes, supervise laboratories at all levels, join a research group active in modern optics, and to interact with and strengthen the existing research interests of the Department. The current interests of the experimental laser group include the design and construction of new laser systems, applications of ultra-fast laser pulses and light propagation in optical fibres and non linear optical effects. Interests of the Theoretical group in quantum optics include squeezed and non classical light, quantum noise reduction in optical systems, quantum amplifier theory and quantum measurement theory. Commencing salary will be established within the range $NZ36,000 to $NZ47,200 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland Private Bag, Auckland, New Zealand. Applications should be forwarded as soon as possible but not later than the closing date 4 July 1990. The University of Auckland An Equal Employment Opportunity Employer.
THE UNIVERSITY OF WESTERN ONTARIO. Faculty Position in Atmospheric Physics. With the establishment of an Environmental Sciences program at the University of Western Ontario, applications are invited for a tenure track position at the assistant professor level to complement existing activity in space and atmospheric sciences. The successful candidate will be expected to develop a vigorous and creative program of research in upper atmospheric physics (see fields listed above). Preference will be given to applicants working on theory, modelling and data analysis. Consideration will also be given to those with interests extending to other planetary atmospheres. Applicants should have a Ph.D. and at least two years of postdoctoral experience. A strong commitment to both teaching and research is required. Applicants should forward a curriculum vitae, list of publications, summary of research interests and the names of at least 3 referees to: Dr. W.S. Fyfe, Dean, Faculty of Science, The University of Western Ontario, London, Ontario N6A 5B7, before 30 June 1990. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this ad is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is an Equal Opportunity Employer. **UNIVERSITY OF WATERLOO. Physics. Postdoctoral Fellowships at University of Waterloo.** The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, high-temperature superconductivity, particle physics and relativity, astrophysics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a resume and names of 3 referees to Professor Alan A.O.S. Negi, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

PLANT SCIENCE

UNIVERSITY OF MANITOBA. The Department of Plant Science, University of Manitoba, invites applications for a tenure-track position in Forage Production. A Ph.D. in Plant Science is required and preference will be given to candidates with experience and/or training in both forage crop improvement and management. Knowledge of forage breeding and seed production and a strong background in research methodology and statistical analysis would be definite assets. The successful candidate will be expected to teach diploma, undergraduate and graduate courses in crop science, supervise graduate students, develop a strong research program supported by external funding, and work collaboratively with other Faculty members. Excellent communication and writing skills are required as it is expected that the successful applicant will interact frequently with forage producers, provincial extension advisors, the seed trade, and other scientists. Current Assistant Professor salary range is $32,422 to $52,929. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications including a curriculum vitae, transcripts, reprints of recent publications, and the names of three referees should be submitted to: Dr. I.N. Morrison, Head, Department of Plant Science, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Closing date for applications is May 31, 1990

POLITICAL STUDIES

UNIVERSITY OF GUELPH, College of Social Science, Department of Political Studies, invites applications for a one year contractual appointment in the area of Comparative Politics/International Development commencing Fall 1990. This position may involve graduate as well as undergraduate level teaching and supervision. A longer term appointment is not precluded but will depend on budgetary constraint. Interested applicants should submit a curriculum vitae with the names of three referees to: F. Vaughan, Acting Chair, Department of Political Studies, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. In order to correct the current gender imbalance within the Department, among equally qualified candidates, a female will be selected. FAX #519 837-2940.

PRINTMAKING

CONCORDIA UNIVERSITY. The Department of Printmaking, Faculty of Fine Arts of Concordia University, (pending budgetary approval) invites applications for a full-time, tenure track appointment at the Assistant Professor rank, commencing September 1st 1990. The applicant should have experience in, and a sound knowledge of, the following: LITHOGRAPHY - stone and plate processes, SERIGRAPHY - acrylic water-based processes, PHOTO DARKROOM - basic techniques relative to preparing photo images for printing, (a working knowledge of intaglio processes would be useful). An MFA degree, (or equivalent) and teaching experience in Printmaking at the post-secondary level are desirable, while a working knowledge of French and administrative experience are considered assets. Successful candidate will be expected to maintain artistic development and production during the appointment, and provide evidence of previous participation in Printmaking and/or relevant exhibitions should be outlined. Applications, including a detailed curriculum vitae, slides of recent work and three letters of reference should be sent to: Assoc. Prof. R.B. Weinwright, Chair, Department of Printmaking, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Que. H3G 1M8. Application deadline, June 1st 1990. Qualified men and women are both encouraged to apply. We are an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RADIOLOGY

THE UNIVERSITY OF SASKATCHEWAN, Department of Medical Imaging and the University Hospital invite applications for a full-time radiologist. The University Hospitals a 600-bed teaching hospital and the successful candidate will be given an appropriate academic rank. The Department of Medical Imaging includes nuclear medicine, ultrasonography and CT with a GE 9800 scanner. The applicant should have a fellowship in Diagnostic Radiology from the Royal College of Physicians & Surgeons of Canada or equivalent experience and training. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applicants should include a curriculum vitae together with the names of three referees. Please submit applications to: Dr. Stanley Tchang, Acting Head, Department of Medical Imaging, University Hospital, Saskatoon, Sask. S7N 0X0; Tel: (306) 966-2410. Deadline: July 15, 1990.

RELIGION

CONCORDIA UNIVERSITY. The Department of Religion announces a limited term appointment commencing on 1 August 1990 and concluding on 31 May, 1992 at the rank of Assistant Professor. Candidates should have a Ph.D. degree, although ABD's will be considered. Publications are highly desirable. Candidates should have expertise in Comperative Ethics and in Philosophical or Theological Ethics and Psychology and Anthropology of Religion while concentraling in the study of one major religious tradition. Preference will be given to candidates who are bilingual in French and English. Submit cv and letters of recommendation to Ira Robinson, Acting Chair, Department of Religion, Concordia University, 1455 de Maisonneuve Boulevard West, Montreal, Quebec, Canada H3G 1M8. Deadline for receipt of applications will be 30 April 1990. In accordance with Canadian immigration requirements, this advertisement is directed primarily to Canadian citizens and landed immigrants.

RELIGIOUS STUDIES

ST. THOMAS UNIVERSITY. Department of Religious Studies. Applications are invited for a tenure-track position in Western Religions, effective July 1, 1990. Rank and salary dependent upon qualifications. A doctoral degree and teaching experience are required. A successful candidate will be teaching undergraduate courses in Judaism, Christianity, and Islam. Letter of application, curriculum vitae, and the names of three referees should be sent to Dr. Thomas Perkhill, Chair, Department of Religious Studies, St. Thomas University, Fredericton, N.B. E3B 5G4. Applications will be accepted until May 30, 1990. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOCIOLOGY

ST. THOMAS UNIVERSITY. The Sociology Section of the Department of Social Sciences invites applications for one probationary position and one limited-term (sabbatical replacement) position. Teaching areas to be covered are: introductory sociology, deviance, criminology and Canadian Society. Other areas might include political sociology, gender, labour relations, ecology and contemporary theory. Appointments will be at the rank of lecturer or assistant professor. Applicants should have a completed Ph.D. A letter of application, cv, and a list of three referees should be submitted by May 31, 1990 to: Dr. Peter MacDonald, Chair, Department of Social Sciences, St. Thomas University, Fredericton, New Brunswick, E3B 5G3.

in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BISHOP'S UNIVERSITY. Sociology. Applications are invited for a 3-year probationary appointment in Sociology at the assistant professor level, to begin July 1, 1991 (pending budgetary approval). Ph.D. completed and published research are required. Experience at university level in teaching the following is required: quantitative and qualitative methods; strategies for sociological research; collective behaviour; formal organizations; interpersonal communication; communicelon media, and mass culture; and the sociology of knowledge. The deadline for applications is August 31, 1990. Applications with curriculum vitae should be sent to Dr. Anfon de Man, Associate Dean of Social Sciences, Bishop's University, Lennoxville, Quebec, Canada, J1M 1Z7. Ask three referees to write directly to Dr. de Man. Preference is given to Canadian citizens and landed immigrants.

SOIL SCIENCE

UNIVERSITY OF SASKATCNEWAN. The Department of Soil Science invites applications and/or nominations for the position of Head. The Department has nine tacully members and an active undergraduate and graduate program The Head is also Director of the Saskatchewan Institute of Pedology which is responsible for soil survey, research and interpretation of the province's soil resource. The SIP has long been involved in soils projects in developing countries. The Institute has a staff of about 50 professionals and 50 technical and administrative personnel. The Saskatchewan Soil Testing Laboratory is part of the Institute. In 1991 the Department will move into the new agricultural sciences building. The incumbent is expected to provide leadership to ensure quality and continuing development in the teaching, research, extension and international activities ot the Department and Institute. It is expected that the candidate has a Ph.D. in Soil Science or a related field, a background in research, and experience in administration of programs and budgets. This is a tenure track position at the Associate or Full Professor level. Applications should include names and addresses of three references, academic transcripts and a curriculum vitae. The application deadline is June 1, 1990. Send applications, nominations or inquiries to Dr. J.W.B. Stewart, Dean, College of Agiculture, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. The University of Saskatchewen is an equal opportunity employer, but in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents ai Caneda.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH. MSc Position - Ethology. As of May 1, 1990 there will be an MSc position with the Ethology section, Department of Population Medicine, Ontario Veterinary College. The successful candidate should have a degree in veterinary medicine and have completed either a minimum of one year in clinical practice or an internship. The program involves both clinical training and research. This is a new program which is being established and will collaborate with other disciplines that interface with veterinary ethology. The research project will be decided in concert with the research supervisor Drs. Andrew Luescher and/or Don McKeown. The intent is to link ethology with other ongoing areas within the Department of Clinical Studies. Information please reter to the University of Guelph Graduate Calendar or contact Dr. Wayne Martin, Chair, Department of Population Medicine, Ontario Veterinary College, University ot Guelph, Guelph, Ontario N1G 2W1; Telephone 519-824-4120 Ext. 4742; FAX 519-763-9621. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITE CONCORDIA, Institut Simone de Beauvoir. Le programme Etude des femmes sollicite des candidatures à un poste pouvant conduire à la permanence, au rang de professeur(e) adjoint(e). Qualifications requises: doctoral portant essentiellement sur les études des femmes et dossier de recherche. La personne chotsie enseignera au premier cycle ainsi qu'aux deuxième et troisième cycles tout en participant aux activités de recherches, de coordination et de développement du programme. Il/Elle devra avofr la familiarité dans la recherche féministe récente, dans les traditions anglophones et francophones et avec les mouvements et publications téministes du Québec. Il/Elle devra être bilingue et sera appelée(e) à enseigner en français et en anglais Salaire selon la convention collective en vigueur. Les candidat(e)s sone prié(es) d'envoyer feur curriculum vitae et de faire parvenir directement à cette lettter de recommendation à Arpi Hamalian, Directrice, Institut Simone de Beauvoir, Université Concordia, 1455 ouest, boul. de Maisonneuve, Montréal, Québec, Canada H3G 1M8. Entrée en fonction: 1er août 1990. Date limite de dépôt des candidatures: 31 mai 1990. Conformément aux exigences d'immigration Canada, celte annonce s'adresse aux citoyens canadiens et résidents permanents.

UNIVERSITY DF ALBERTA. Faculty of Extension. Women's Program and Resource Centre. The Faculty of Extension invites applications for a tenure-track position at the level of Assistant Professor to provide intellectual leadership, continuing education program planning and development and program administration for the Faculty's Women's Program and Resource Centre, effective July 1 or September 1990. The current salary range is $34,970 to $49,466 with placement based on qualllications and experience. Applfcents must have a PhD degree (preferredy or a Masters degree in Women's Studies, Adult Education, Community Development or a related discipline and a demonstrated commitment to providing educational opportunities for women. Experience in continuing education programming and making successful grant applications to support continuing education programs or research will be assets. Applicants must demonstrate scholarly promise, a commitment to research and reflective writing In continuing education for women, continuing education/university extension generally, or women's studies and a willingness and ability to work with faculty members and graduate students from other lacultles. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward the following materials: 1. A formal letter of application, 2. A detailed curriculum vilae, 3. Three letters of reference, 4. Copies of publications or work in progress The closing date for applicatlons is May 31, 1990 and all materials must have been received by that date. Applications, together with supporting materials, should be sent to. Dr. Dennis Foth, Dean, Faculty of Extension, University of Alberta, 8811 - 111 Street, Edmonton, Alberta, Canada T6G 2G4, FAX: (403) 492-1857. The University of Alberta is committed to the principle of equity in employment.

FACULTY EXCHANGE

FACULTY EXCNANGE CENTRE, non-profit organization established in 1973, helps (1) college and university professors to exchange leaching positions, and (2) all educators to interchange houses, with colleagues on this continent and abroad FEC serves individual faculty as well as member colleges For more details send self-addressed envelope to: 952 Virginia Avenue, Lancaster, Pa., USA, 17603; 717/393-1130.

ACCOMMODATION

EDINBURGH, SCOTLAND: Three Bedroom Flat in New Town, for rent from September 1990 to summer 1991; fully furnished, new kitchen with dishwasher, washing machine, and all appliances; gas central heating; spacious, suitable for children; close to bus routes, shopping, parks; 15 minute walk from National Library, 20 minute walk from University, for more information, contact: Prof. K Chittick, Department of English, Trent University, Peterborough, Ontario K9J 7B8; (705) 749-2767/748-1708 or 1704

DTTAWA - Nouse For Rent August 27, 1990 - August 31, 1991; three bedroom, single family home in Alta Vista area; furnished, air conditioned, double garage, private yerd; $1200/month, non-smokers preferred; call (613) 521-1970 after 6:00 pm.

TDRONTD: Furnished three bedroom house available from June 1 - August 30, 1990; West central location (High Park area); live minute walk to subway and excellent shopping; non-smokers; some plant care and light gardening required; contact I Engel (416) 769-5946

FDR RENT: Ottewa two bedroom house, den, fully lumished, equipped, steps from Carleton campus, parks, canal, bike path, on major bus roules, Sept. 1, 1990 - May 15, 1991; suitable for visiting professor; contact M.J. Currie, 478 Sunnyside Avenue, Ottewa, Ont. K1S 0S9 (613-232-6593).

SABBATICAL ON FRENCH RIVIERA. Affordable, modern, three-bedroom, seaside villa. Between two fishing villages. Near perched villages and university centres Marseilles, Aix, Nice. Fully furnished/equipped. Private courtyard .Excellent beach. Breathtaking view Available September until July. $900 monthly plus utilities. (416) 422-5777 evenings

LONDDN, ENGLAND: Two Bedroom Flat In pleasant area of North London for rent from July, 1990 to summer, 1991; fully furnished, modern kitchen, gas central heating and appliences including washing machine, 25 minutes from University of London by public transit; suitable for academic on sabbatical leave; for further information contact J. Calvert; #32-920 Dynes Road, Ottawa K2C 0G8; (613) 723-2820.

VISITING TORONTO? Bed and Breakfast in our restored home minutes to the University of Toronto and Downtown. Rates from $45.00 Ashleigh Heritage Home tel: (416) 535-4000

Noticeboard

SYMPOSIUM ON THOMAS H. RADDALL at Acadia University, 21-23 September 1990. Speakers will involve papers and discussions on a broad variety of topics concerned with Reddall's life and works. For further information, write to Alan P. Young, Chair of Organizing Committee, Thomas H. Raddall Symposium, c/o Department of English, Acadia University, Wolfville, Nova Scotia, Canada B0P 1X0; (tel: 902-542-2201 ext. 503; FAX 902-542-4727).

CALL FOR PAPERS: Sixth International Conference on the Comparative Historical and Critical Analysis of Bureaucracy, High Tech and Everyday Life - The Future of Everyday Life, September 3-7, Jyvaskyla, Finland. The recent development of new high technologies and their foreseeable domination of everyday life will have a deep impact on existing bureaucratic structures and economic and cultural life. Themes: marriage of high tech and bureaucracy; the rationalization of decision-making; subversive use of high tech; free access to information; aesthetlcized politics of high tech in cultural and literary theory; the H.E.R.O. effects and the military-bureaucratic thinking. Abstracts or papers by June 30 to Dr. R. Hellmann, Mozartstrhol 14, CH-8001, Zurich, Switzerland, or Dr. J. Zaslove, Institute for the Humanities, Simon Fraser University, Burnaby, B.C. V5A 1S6, Canada, Tel: (604) 291-4668 or FAX: (604) 291-3851 for further information and/or flyer.

THE CENTRE OF CANADIAN STUDIES, UNIVERSITY OF EDINBURGH - Biography and History, a Canadian-Irish Comparative Colloquium, 2-4 May 1991; University of Edinburgh, Centre of Canadian Studies. Proposals for papers are invited in the general field of biography in Canadian and Irish history preferably from the late eighteenth century. Papers should address the wider questions of the role of biography even if based upon the example of a particular life. Proposals should be submitted by 1 October 1990 to: Dr. Ged Martin, Director, Centre of Canadian Studies, 21 George Square, Edinburgh EH8 9LD, Scotland. The Colloquium on Biography and History will be followed by a conference on Canadian and Scottish Literature, 9-12 May 1991.

THE CENTRE OF CANADIAN STUDIES, UNIVERSITY OF EDINBURGH, announces the forthcoming conference: The Scottish Influence in Canadian Literature, 9-12 May 1991. Call for Papers: Papers and suggestions for sessions are invited from scolars and students of Canadian and Scottish literature with a particular view to the Scottish, or Gaelic influence in Canadian writing. Requests for further information to: Michael Williams, Centre of Canadian Studies, 21 George Squere, Edinburgh, Scotland, EN8 9LD.

CALL FOR PAPERS: Economic historians and business historians es wall as other scholars are invited to submit previously unpublished manuscripts on the subject of "Canadian Multinationals and International Finence" for e special edition of the British-based but increasingly International journal Business History. This special edition will be subsequently publshad in book form by the publishers of **Business History.** Those wishing to submit a manuscript are asked to send their papers to: Professor G.P. Marchildon, Center of Canadian Studies, School of Advanced International Studies, The Johns Hopkins University, 1740 Massachusetts Avenue N.W., Washington, D.C. 20036-1983; FAX (202) 663-5639; phone (202) 663-5716. Deadline - To be considered for publication manuscripts must arrive before August 1, 1990.

L'UNIVERSITE "AVEC" LES FEMMES, le premier colloque interuniversitaire sur tie place des temmes dans les universitiés, 25-26 octobre 1990, Université de Montréal. Le colloqua, l'Universite "avec" les femmes, réunira tant les étudantes que les temmes qui y treva!tent. En outre, il leur permettra de tracer un bilan de le situation des femmes dans les universités québécoises depuis 1940 jusqu'à aujourd'hui et d'élaborer des élément de solutions quant aux enjeux qui y seront identifiés. Etudiantes, chargées de cours, chercheuses, professeures, professionnelles, femmes cadres et du personnel de soutien sont invitées à participer à cette rencontre. Pour information: Colloque L'universitté "avec" les femmes, a/s Comité permanent sur la statut de la femme (SRI), Université de Montréal, C.P. 6128, Succ. A, Montréal, (Québec) H3C 3J7; (514) 343-2057.

DEALING WITH VIOLENCE AND DISRUPTIVE BENAVIOUR ON CAMPUS is the theme of a conference to be held al Concordia University June 6-8, 1990. The conference programme will address the issues raised by such incidents from a variety of perspectives. The conference will interest senior administrators responsible for policy development as well as those actively involved in the handling of individual cases (Health, Counselling and Student Services, Ombudsperson, Security and Human Resources personnel, Legal Counsel, and Disciplinary Officers). Registration is $195 CND. Further information: Pat Berger, Ombuds Office, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, QC H3G 1M8; (Tel: 514-848-4964; FAX: 848-4994; EMail: Ombuds@VAX2.Concordia.Ca).

VIOLENCE ET COMPORTEMENTS PERTURBATEURS EN MILIEU SCOLAIRE est le thème du colloque qui aura lieu à l'Université Concordia du 6 au 8 juin 1990. Le colloque étudiera ces questions à partir de différentes perspectives. Il s'adresse aux administrateurs et administratrices chargés de l'élaboration de politiques ou qui ont directement à traiter de cas particuliers (Services de santé, Services d'orientation, Services aux étudiants, Bureau de l'ombudsman, Protection publique, Ressources humaines, conseillers juridiques et responsables de la discipline). Ce colloque se deroulera en anglais. Les frais d'inscription sont de 195 $ CAN. Renseignements: Mme Pal Berger, bureau de l'ombuds, Université Concordia, 1455, boulevard de Maisonneuve ouest, Montréal (Québec) H3G 1M8; Téléphone: (514) 848-4964; FAX 848-3494.

CALL FOR PROGRAMS. Canadian Guidance and Counselling Association Conference. May 22-24, 1991, The Nova Scotia Hilton, Halifax, Nova Scotia. Conference organizers are particularly seeking presentations that emphasize the theme, "Side by Side: Helping Profassionels Work Together", as well es practitioner-orfented "how to" sessions, that provide descriptions of techniques and case examples. Deadline for submissions - September 30, 1990. Program proposal forms are available by contacting: CGCA Conference Program Planning, c/o Laurie Edwards, Nova Scotia Department of Advanced Education & Job Training, P.O. Box 2086, Station M, Halifax, Nova Scotia B3J 3B7; Telephone: (902) 424-5183; FAX (902) 424-0511.

THE ASSOCIATION DF CANADIAN COLLEGE AND UNIVERSITY DMBUDSPERSONS will hold its annual conference June 10 - 13 et Université Laval, Quebec City. For Information: Lucien Huot, Ombudsman, Université Laval, Cité Universitaire, Québec, Qué. G1K 7P4.

L'ASSOCIATION DES OMBUDSMANS DES UNIVERSITES ET COLLEGES DU CANADA tiendra sa conférence annuelle du 10 au 13 juin prochain à l'Université Laval, Québec. Pour Information: Lucien Huot, Ombudsman, Université Laval, Cité Universitaire, Québec, Qué. G1K 7P4.

INDUSTRIAL RELATIONS LEGISLATION IN CANADA. A review of the federal and provincial legislation of general application governing collective bargaining in the private sector. It covers major provisions such as those on certification of trade unions, government intervention during unsuccesstul negotiations, conditions for legal strikes, strike replacement, check-off of union dues, and provisions having to do with essential services and technological change. 1990 Edition; spiral bound, 84 pages; CGPC Order #: 014101; Price $18.00. Available from: Canadian Government Publishing Centre, Ottawa, Ontario, K1A 0S9; Fax (819) 994-1498; Tel. No. (819) 956-4802. Also available through commercial bookstores associated with CGPC or through your local bookseller. There is a shipping and handling charge if ordered through CGPC.

LEGAL PLURALISM, INDIGENOUS PEOPLES AND MINORITY LAW SYMPOSIUM. The Commission on Folk Law and Legal Pluralism is co-sponsoring an International conference with the University of Ottawe August 15-18, 1990. The primary themes are: (1) Indigenous Self-Determination and Legal Pluralfsm; (2) Non-indigenous Ethnic Minority Law; and (3) Legal Pluralism in the Third World After Decolonization. Each theme will include specific panels relating to the particular position and concems of women. For further Information contact Professor Brad Morse, Faculty of Law, University of Ottewa, Ottewa, Ont. K1N 6N5, (613)564-6111 or Dr. Carol LaPrairie, Department of Justice, 239 Wellington St., Ottawa. Ont. K1A 0H8, (613)957-9594.

Research Assdciate In Experimental Hydrothermal Geochemistry

Available August 1990, a position as research associate in the experimental hydrothermal geochemistry laboratory of McGill University. A Ph.D. in geochemistry is required Ability to translate scientific articles in either Chinese or Russian is desirable. Experience with the following techniques is essential: high pressure/high temperature experiments, solubility studies using Garnes type rocking autoclaves and cold seal vessels, Raman spectroscopy and UV-VIS spectroscopy. Also required is familiarity with analytical techniques such as atomic absorption spectrophotometry, scanning electron microscopy and x-ray diffraction analysis. The successful candidate will design and execute experiments to elucidate the structure and thermodynamics of aqueous metal species under elevated P-T conditions The salary will be $28,000 CN per annum The length of the appointment will be one year renewable up to three years. Direct enquiries to Dr. S.A. Wood, Geological Sciences, McGill University, 3450 University Street, Montreal, QC H3A 2A7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicallen Deadline: 01 June 90

CHARGÉ(E)S DE RECHERCHE

L'Institut canadian pour la paix at la sécurité intemationales invite les personnes intéressées à postuler à l'un des quatre postes de chergé(e) de recherche dans les domaines suivants : la prolifération des armes et les mesures pour le combattre; les conflits régionaux et leur réglement; le maitien, l'établissement et l'édification de la paix et les fonctions et le coût des opérations pour le maintien de la paix. Il se peut que l'un(e) des candidat(e)s retenu(e)s soit également désigné pour elder à coordonner le programme de recherche de l'Institut.

Les candidat(e)s doivent posséder une formetion supérieure et avoir démontré des qualliés de chercheur, de rédacteur et d'orateur indispensables à l'Institut, dont la tâche est de promouvoir les connaissances et la compréhension. Il est essentiel de parler couramment une des langues officielles du Canede, et connaitre suffisemment l'autre pour l'utiliser professionnellement serait un eventage. Le seléire sere à la mesure des qualifficetions et de l'expérience et l'Institut offre d'excellents avantages socfaux. La durée des contrets sera de deux à trois ans. La date d'entrée en fonction sera fixée d'un commun accord, mais ne devra pas se situer au-delà de l'automne 1990. Il est possible qu'un ou plusieurs de ces postes soltent remplis per des chercheurs invités d'autres institutions.

Les candidatures, qui sont à déposer d'ici le 30 mai 1990, doivent comporter un curriculum vitee à jour.

Pour tout renseignement complémentaire et pour les candidatures, prière de s'edresser eu : **Directeur de la recherche, Institut canadian pour le paix, et la sécurité internationales, 360, rue Albert (bureau 900), Ottawa, Ontario K1R 7X7; tél. : (613) 990-1593.**

MASSEY UNIVERSITY

PROFESSOR OF SOCIOLOGY

Applications are sought for the position of Professor of Sociology and Head of the Department of Sociology.

The successful applicant will be responsible for the overall management of the Department with respect to its teaching, research, staffing and other resources.

As a Pacific country New Zealand is strategically placed amongst industrialised countries to provide for significant contribution to the development of social science. This presents a special opportunity for the successful applicant to contribute to sociology at an international level.

The successful applicant will have clearly demonstrated an ability to manage projects and teams of people in a flexible, responsive and innovative manner. In addition to proven teaching and research ability the applicant will be able to provide leadership for the Department's:

- teaching programme
- consultancy roles
- research projects
- staff development opportunities.

A full-time academic staff of fourteen offer a full undergraduate programme to both internal and extramural students. The Department's research emphasis is reflected in an expanding graduate programme at Masterate and PhD levels and the development of a Research and Consultancy Agency.

Salary: NZ$77,000 - NZ$96,000 per annum. Closing date: 30 June 1990.

Applications, in writing, for all the above positions including a full curriculum vitae and the names and addresses of three referees should be forwarded to Mrs V B Bretherton, Personnel Section.

B.R.H. Monks
Registrar

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Memorial
University of Newfoundland

School of Social Work

Applications are invited for two tenure-track appointments in the School of Social Work beginning Sept. 1, 1990.

Applicants should have e D.S.W. or Ph.D. in social work, although applicants with an M.S.W. and relevant teaching, research and other professional experience will be considered. Applicants should be able to teach at both B.S.W. and M.S.W. levels.

Candidates for the first position should be able to teach in both the policy and practice areas and have knowledge of provincial social policy. Candidates for the second position should be able to teach and supervise in the area of direct practice.

Rank end salary will be commensurate with qualifications.

An application including a current curriculum vitae and names and addresses of three references should be sent by May 31, 1990 to:

Chair
Appointments and Recruitment Committee
School of Social Work
Memorial University of Newfoundland
St. John's, NF A1B 3X8

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Memorial University has an employment equity policy.

DIRECTEUR (TRICE) GENERAL (E)

La Fédération canadienne des sciences sociales, organisme non-gouvernemental à but non lucratif, a pour mandat de représenter les intérêts des quelqua 15 000 chercheur(e)s en sciences sociales. Ses membres sont les associations de chercheur(e)s et les universités canadiennes. Son secrétariat est situé à Ottawa.

Le Directeur ou la Directrice est responsable de l'admtnistration générale de le Fédération et de la mise en oeuvre des politiques et décisions du Conseil d'administration. Sous l'autorité du Président ou de la Présidente, il (elle) se rapporte au Conseil d'edministration. Ses responsabilités comprennent également la formulation d'avis sur des questions d'actualité, la définition de politiques, la planification et l'administration de programmes et de projets. Son rôle consiste également à offrir un soutien actif aux divers comités. Enfin, l'établissement de bonnes relations avec les membres, les agences gouvernementales et le communauté des sciences sociales en général sont une des tonctions les plus importantes de ce poste.

Le (la) candidat(e) devra avoir poursuivi des études dans une discipline des sciences sociales, posséder une compétence administrative, une connaissance de la communauté des sciences sociales et des organisations et agences gouvernementales et para-gouvernementales. Il (elle) devra faire preuve d'imagination et avoir démontré une grande aptitude pour l'analyse et la présentation de l'information. La meitrise du tnançais et de l'anglais parlé et écrit est exigée.

Le traitement sera proportionnel aux qualifications et à l'expérience, et comprend d'excellents avantages sociaux.

Les personnes intéressées sont priées de faire parvenir leur curriculum vitae, evant le 8 juin 1990, au:

Président du Comité de Sélection
151 rue Slater, Place 415
Ottawa, Ontario K1P 5H3

EXECUTIVE DIRECTOR

The Social Sciance Federation of Canada, a not-for profit private organization, promotes social science research in Canada. Its members include learned societies and universities representing more then 15,000 social scientists.

Reporting to the Board of Directors, through the President, the Executive Director is responsible for the management of the Federation's office in Ottawe and for the implementation of the Board of Directors' decisions. Other major responsibilities include advising on emerging issues, proposing policy options and planning and administering programmes and projects. The Executive Director assists and supports actively the work of committee members. A key role consists in developing effective working relationships with elected members, association officials, governmenfel egencies and the social science community.

Qualifications include university studies in e social science discipline. The successful candidate will heve demonstrated administrative competence end experience in dealing with voluntary organizations, es well as an interest in interacting with university end government officials. A sufficient knowledge and appreciation of the social sciences is required to represent the Federation. Applicente should have well developed interpersonal skills and an aptitude for effective analysis and presentelion of information. The candidates must be fluent in both oral end written Englieh and French.

Compensation is commensurate with qualifications end experience. Excellent employee benelits are provided.

Interested persons are invited fo send a résumé no leter than June 8, 1990 to:

Chairperson, Seerch Committee
151 Sieter Street, Suite 415
Ottawa, Ontario
K1P 5H3

RESEARCH FELLOWS

The Canadian Institute for International Peace and Security invites applications for four positions as Research Fellows to work in the following areas: the spread of weapons and measures to combat it; regional conflicts and their resolution; peace-keeping, peace-making and peace-building; and new challenges to international security. One of the successful candidates may also be designated to help co-ordinate the Institute's Research Programme.

Candidates should heve advanced qualifications and demonstrated capability as researchers, with writing and public speaking skills appropriate to the Institute's tasks of promoting knowledge and understending. Fluency in one of Caneda's official languages is essential, and a working knowledge of the other would be an advantage. Salary will be commensurate with qualifications and experience, and an excellent benelits package is provided. Appointments will be for a two or three-year term period. The starting date will be by mutual agreement, but not later than Autumn 1990. One or more of these positions may be filled by Visiting Fellows from other Institutions.

Applications should be submitted by 30 May 1990, and should include a current résumé.

Please direct requests for addilional information, and applications, to the **Director of Research, Canadian Institute for International Peace and Security, 360 Albert Street, Suite 900, Ottawa, Ontario K1R 7X7, tel: 613-990-1593.**

Tenure-Track Faculty Positions in Molecular Biology

Applications are invited for two positions of Assistant Professor (tenure track in the Faculty of Medicine, University of Manitoba) Successful candidates are expected to establish an outstanding independent research program in the area of molecular biology as part of an Oncology group studying malignant progression. The positions require only minimal departmental teaching responsibilities. Requirements include a Ph.D. in Biochemistry or a related field, or an M.D., with at least two years of Postdoctoral experience. Candidates with a strong research background in the structure and function of oncogenes, growth factors or gene regulation are preferred Applicants must have obtained a significant publication record in peer-reviewed journals

Appointment at the Associate Professor level (tenured) may be considered for applicants who have demonstrated distinction in research and grant support.

Applicants should send a curriculum vitae, three significant reprints, an outline of research plans, and the names of three references to:

Dr. A.H. Greenberg, Manitoba Institute of Cell Biology,
100 Olivia Street, Winnipeg, Manitoba Canada R3E 0V9

Deadline for receipt of applications is June 1, 1990.

Both men and women are encouraged to apply In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents, although all are encouraged to apply

Manitoba Institute of Cell Biology

The University of Manitoba
Faculty of Architecture
HEAD
DEPARTMENT OF CITY PLANNING

Applications and nominations are invited for the position of Head, Department of City Planning, Faculty of Architecture. The Faculty of Architecture consists of five departments, offering graduate programs in Architecture, Cify Planning and Landscape Architecture, and undergraduate programs in Environmental Studies and Interior Design. There are approximately 400 undergraduate students and 230 graduate students in total, of which 70 are enrolled in Cify Planning. The Department of City Planning is the oldest continuing program in Canada. Its curriculum offers a balance between scholarly pursuits and professional practice, and requires a master's thesis. Interdisciplinary studies are a strong feature of both the Department and the Faculty.

Candidates will possess a graduate degree in Planning or in a related field, and have relevant experience. Candidates will be evaluated on the basis of leadership and administrative ablilfy, research and/or scholarly achievements, professional work, and feaching experience.

Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian cifizens and permanent residents.

This tenure track appointment will be available September 1, 1990, or as soon thereaffer as may be mufually agreed. Salary and rank will be commensurate with experience and qualifications.

Applications (with the names of three referees) and nominations will be received until July 15, 1990, and should be forwarded to: **Professor Michael Cox, Chair, Department of City Planning Headship Search Advisory Committee, Room 201 J.A. Russell Building, University of Manitobe, Winnipeg, Manitoba, R3T 2N2, Canada (phone (204) 474-6434 or fax (204) 275-7198).**

Adjudication de contrats de recherche

Le printemps prochain, l'Institut canadien pour la paix et la sécurité internationales adjugera des contrats de recherche dans deux domaines. Le budget total de chaque demande s'élèvera à 100 000 $ pour les programmes de deux ans. Les propositions doivent porter sur l'un des deux thèmes suivants :

1. Les peuples du Nord et la sécurité du Canada : comment se dessine l'avenir.

OU

2. Un programme d'action réaliste pour permettre au Canada de renforcer le rôle des Nations Unies et d'autres organismes multilatéraux dans les domaines de la sécurité et de la paix.

Dans le cas du premier thème, il s'agit d'aller au-delà du cadre des recherches traditionnelles et de concevoir un programme d'études axées sur les collectivités, études qui prendront en compte les préoccupations des peuples du Nord et y répondront, tout en préconisant une meilleure circulation de renseignements valables et un dialogue sérieux sur les questions de sécurité On accordera la priorité aux projets présentés par trois ou quatre associations ou groupes communautaires du Nord, qui chacun(e) dirigeront dès lors leur propre équipe d'auxiliaires de recherche.

Dans le cas du deuxième thème, le contrat sera, comme d'habitude, attribué à des équipes de Canadiens ou à des équipes internationales au sein desquelles des Canadiens joueront des rôles clefs.

La date limite de présentation des propositions a été fixée au 31 janvier 1991. Sous le gouverne du conseil d'administration de l'Institut, les candidatures seront examinées soigneusement au cours des mois suivants (le cas échéant, on sollicitera l'avis de collègues chercheurs).

Les résultats du concours seront annoncés en juin 1991 au plus tard. Afin d'encourager le réalisation des meilleurs projets possibles, l'Institut se réserve le droit de retenir plus d'un candidat(e) ou plus d'une équipe de chercheur(e)s; de proposer des cambinaisons d'équipes et de thèmes; de proposer des modifications aux projets soumis; ou de ne choisir aucun projet s'il juge que les candidatures ne satisfont pas à ses exigences

Pour obtenir de plus amples renseignements sur le concours, prière d'écrire à : **La Direction de la recherche, Institut Canadien pour la paix et la sécurité Internationales, Constitution Square, 360, rue Albert, Ottawa (Ontario), K1R 7X7; Tél. : (613) 990-1593.**

Commissioned Research

Next spring the **Canadian Institute for International Peace and Security** will award contracts for Commissioned Research projects in two topic-areas. The total amount available will be $100,000 for each topic-area for two-year programs. Proposals should be on one of the following topics:

1. The people of the North and Canada's security: issues for the future.

OR

2. A realistic action-programme for Canade to strengthen the security and peace function of the United Nations and other multilateral organizations.

For Topic 1, the aim is to go beyond traditionel research to a programme of communily-based studies that will reflect and respond to Northern concems, while promoting a better flow of solid information and serious dialogue on security issues. Priority will be given to selecting submissions by up to three or four Northern community-based associations or groups who will select and direct their own research support teams.

For Topic 2, the award will normally be made to teams of Canadians or international teams in which Canadians are prominent.

The deadline for submissions is 31 January 1991. Under the authority of the Institute's Board of Directors, applications will be given thorough and carefut review in tha following period, including pear review where appropriate.

The results of the competition will be announced by June 1991. In the interest of encouraging the best possible projects, the Institute reserves the right to designate more than one successful candidate or team of candidates; to propose combinations of teams and topic areas; to suggest adjustments in the proposals submitted; or to refrain from making selections if the applications are judged not to meet its requirements.

Additional written information on this competition may be obtained by contacting: **The Research Division, The Canadian Institute for International Peace and Security, Constitution Square, 360 Albert Street, Ottawe, Ontario, K1R 7X7; Tel: (613) 990-1593.**

Université de Montréal
Faculté de médecine

Professeur-directeur ou professeure-directrice en administration de la santé

La Faculté de médecine cherche un professeur-directeur ou une professeure-directrice pour son Département d'administration de la santé. Le Département offre des programmes d'études aux 1er, 2e et 3e cycles en gestion des services de santé ainsi que des activités de formation continue. Il est très impliqué en recherche, notamment au sein du Groupe de recherche interdisciplinaire en santé et de l'Equipe de recherche opérationnelle en santé. Le Département est aussi responsable de projets de coopération internationale

(0142)

Fonctions
Participer à l'enseignement, a l'encadrement des étudiants et à la recherche au sein d'équipes multidisciplinaires, ainsi qu'aux activités de formation continue; diriger une unité académique constituée de 12 professeurs-chercheurs, de 2 responsables de programmes, d'un personnel de soutien et d'environ 60 charges de cours; représenter le Département auprès des instances universitaires, de la communauté scientifique et du secteur de la santé et des services sociaux.

Exigences
Doctorat en management ou dans une discipline pertinente, ou l'équivalent; expérience dans l'enseignement et la recherche; expérience de gestion en milieu universitaire souhaitable, bonne connaissance du milieu de la santé et des services sociaux; connaissance d'usage du français et de l'anglais.

Les personnes intéressées doivent acheminer leur curriculum vitae au plus tard le 30 mai 1990, à:

Jean Leduc, M.D., Ph.D.
Vice-doyen aux affaires professorales
Faculté de médecine
Université de Montréal
C.P. 6128, succursale A
Montréal (Québec)
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Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents

Hong Kong Polytechnic

DIRECTOR

currently at a monthly salary of HK$81,800
(approx. CAN$147,507 p.a.)

The Council of the Hong Kong Polytechnic invites applications for the post of Director which will become vacant when the present Director, Prof. John Clark, retires in November 1990. Applicants for the post are expected to be in a position to take up appointment early in 1991. They are also expected to be able, if invited, to attend a preliminary interview in their countries of residence, probably in late July, and a final interview in Hong Kong in September 1990.

The Hong Kong Polytechnic, established in 1972, is tertiary education institution substantially funded by the Hong Kong Government through the University and Polytechnic Grants Committee. It has a large measure of autonomy under its own governing Council, the majority of whose members are drawn from the commercial and industrial sectors of Hong Kong. The Director is a member of the Council and the chief executive of the Polytechnic.

The Polytechnic currently has a full-time equivalent student population of 13,500 comprising 9,500 full-time and 20,000 part-time students enrolled on a wide range of courses at different levels and modes of attendance. Of the 13,500, approximately 35% are at present enrolled on degree level courses. Proposals recently submitted to the Grants Committee, in response to Government plans for the further expansion of tertiary education, envisage this proportion increasing very substantially between now and the mid-1990s, with a corresponding reduction in the proportion enrolled on sub-degree courses. These proposals also provide for a modest increase in the numbers enrolled on post graduate courses and in registrations for higher degrees by research.

Applicants should currently hold posts which carry high level policy-making, organizing and managerial responsibilities. Academic distinction, experience and up-to-date knowledge of the development and management of tertiary education are essential.

In addition to salary, there are generous fringe benefits including heavily subsidized housing, annual leave with passages, medical and dental benefits and education allowances for children. The initial appointment will be made on a fixed-term contract of four years at the end of which a gratuity equal to 25% of salary earned over the whole contract period will be payable. Continued service thereafter may be offered in the form of a further fixed-term contract or, alternatively, superannuable terms which provide for retirement benefit at 60.

Application forms and further information are obtainable from the General Secretary, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong. Completed forms should be returned to the Secretary to Council of the Hong Kong Polytechnic at the same address before 9 June 1990. (Fax: 852-764-3374).

The University of Manitoba Faculty of Education

HEAD
DEPARTMENT OF EDUCATIONAL PSYCHOLOGY

The Faculty of Education at the University of Manitoba invites applications and nominations for the position of Head, Department of Educational Psychology. The appointment as head is for a term of up to seven years, and is coupled with a tenure or tenure track appointment in the department with rank appropriate to qualifications. Appointment could commence July 1, 1991 or at a mutually agreeable earlier time.

The Department has 13 full-time faculty members and participates in the B.Ed., M.Ed. and Ph.D. degree programs and a professional development certificate program for teachers and specialists offered by the Faculty of Education. At the M.Ed. level, the Department's specializations include Counsellor Education, Early Childhood Education, Instructional Design and Evaluation and Special Education.

The successful candidate is expected to provide leadership in furthering the teaching, research, and service activities of the Department. A Ph.D. degree in a specialization of Educational Psychology is required along with a record of research and scholarship, a record of successful experience in educational settings and an ability to work productively with academic and professional organizations. School teaching experience will be considered an asset.

Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Applications or nominations must be received on or before September 1, 1990. Each candidate is invited to submit a copy of his/her Curriculum Vitae, together with representative publications and the names of at least three referees. Please direct submissions to: Dr. John Stepleton, Dean, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

The Ontario Institute for Studies in Education

The Ontario Institute for Studies in Education invites applications for two tenure-track faculty positions in the Department of Adult Education. OISE is affiliated with the University of Toronto, and all candidates must hold an earned doctorate and be appointable to the University's School of Graduate Studies.

Candidates must have a broad understanding of, and a commitment to adult education as a field of inquiry and practice. They must manifest a critical approach to adult education, including feminist and anti-racist perspectives as well as awareness of other differences of power and privilege.

Candidates must have a demonstrated research and scholarly publication record in an area of expertise relevant to adult education/learning focussing on one or more of the following:

- human resource development; organizational development, the management of change, innovations in public and private sector organizations; emphasizing a process orientation and experiential education.
- adult learning and development throughout the life span.
- training and policy formation in human services professions including community based and/or alternative institutions.

The successful applicants will teach courses at the master's and doctoral levels, conduct research, and supervise theses. Expertise in both quantitative and qualitative research methods would be highly desirable. Ability to supervise in French would also be an asset.

OISE is committed to creating an equitable working and learning environment, and encourages applications from women and/or native people, members of racial minorities and persons who are differently-abled, who meet the position qualifications.

The positions are available July 1, 1991, or as can be arranged. Rank is open depending on qualifications and experience. Applications including a current curriculum vitae and the names of three or more referees (three of which should be external to the Institute) should be submitted by July 3, 1990 to:

Dr. Malcolm A. Levin
Assistant Director (Academic)
Ref. #3/5/57
The Ontario Institute for Studies in Education
252 Bloor Street West
Toronto, Ontario
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UNIVERSITY OF WAIKATO
Hamilton, New Zealand
SENIOR APPOINTMENTS IN LAW

The University of Waikato has vacancies for nine senior staff in its new School of Law.

Professors A90/21. Applicants for these two positions are expected to have demonstrated general academic excellence. An interest in the areas of the common law and comparative legal systems would be preferred.

Seniors Lecturers A90/22. Four positions are available. An appointee with appropriate qualifications could be considered for appointment at Associate Professor level.

Lecturers A90/23. Three positions are available.

The salaries for New Zealand universities are as follows:

Professors:	NZ$77,000 to NZ$96,000 per annum;
Associate Professors:	NZ$67,000 to NZ$73,000 per annum;
Senior Lecturers:	NZ$50,000 to NZ$64,500 per annum;
Lecturers:	NZ$36,000 to NZ$47,200 per annum.

The Dean of the School, Miss Margaret Wilson, takes up her appointment shortly and planning of the curriculum is proceeding. It is intended that the undergraduate and graduate programmes of the School be broadly based, including a wide range of extra-legal subjects. They will be structured in ways that relate the study of law to other disciplines. There will be an emphasis on biculturalism in the New Zealand context. Teaching of the first professional year for LLB commences in March 1991. By the time the School produces its first graduates, it will have a student enrolment of about 500 and a staff establishment of 30.

Further information and the application details are available from the Academic Staff Registrar, The University of Waikato, Private Bag 3105, Hamilton, New Zealand; telephone (064) 71 562 889 (Fax 064 71 560135). Electronic mail: rgtysec7@waikato.a.c.nz (Internet). Please quote the appropriate reference number. Applications close on 30 May, 1990.

The University welcomes applications from suitable people regardless of race, creed, marital status or disability.

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ÉCOLE POLYTECHNIQUE

Professeur(e)s, génie mécanique

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Le Département de génie mécanique de l'École Polytechnique est à la recherche de professeur(e)s à temps plein dans les domaines suivants :

- Procédés de fabrication et fabrication assistée par ordinateur
- Étude structurale, statique et dynamique des matériaux composites et leur utilisation dans le matériel de transport
- Aérodynamique numérique (CFD) et son application aux besoins de l'industrie aéronautique

Fonctions
Enseignement aux 1er, 2e et 3e cycles; recherche et encadrement d'étudiants aux études supérieures; réalisation de projets conjoints université/industrie.

Exigences
Ph.D. ou diplôme équivalent en mécanique; aptitudes marquées pour l'enseignement et la recherche; membre de l'Ordre des ingénieurs du Québec ou qualifications pour le devenir; maîtrise de la langue française. Le(la) candidat(e) devra être dynamique, motivé(e), autonome et habile à travailler au sein d'une équipe. L'expérience industrielle acquise sera considérée.

Rang et traitement
Selon les normes de la convention collective.

Date d'entrée en fonction
Été 1990

Les dossiers de candidature devront comprendre : curriculum vitae, attestation de diplômes ainsi que les noms et adresses de trois répondants. Ils devront être transmis avant le 1er juin 1990, à l'adresse suivante :

M. Charles A. Laberge
Directeur, Dép. de génie chimique
École Polytechnique
C.P. 6079, succursale A
Montréal (Québec)
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